DOCUMENT RESUME

ED 289 417 HE 020 978

TITLE	Agreement between Rutgers the State University of New Jersey and Rutgers Council of American Association of University Professors Chapters, July 1, 1986-June 30, 1989.
INSTITUTION	American Association of Univ. Professors, Washington, D.C.; Rutgers, The State Univ., New Brunswick, N.J.
PUB DATE	1 Jul 86
NOTE	97p.; Not available in paper copy due to small print of original.
PUB TYPE	Legal/Legislative/Regulatory Materials (090)
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	Academic Freedom; Academic Rank (Professional); Access to Information; Arbitration; *Collective Bargaining; *College Faculty; *Contracts; Day Care; *Employment Practices; Equal Opportunities (Jobs); Faculty Workload; Fringe Benefits; Grievance Procedures; Higher Education; Leaves of Absence; Personnel Policy; Pregnancy; Safety; *State Universities; Teacher Employment Benefits; Teacher Promotion; Teacher Salaries; Teaching Assistants; Tenure; Unions
IDENTIFIERS	Dues Checkoff; National Education Association; *NEA Contracts; *Rutgers the State University NJ

ABSTRACT

The collective bargaining agreement between Rutgers and the Rutgers Council of the American Association of University Professors (AAUP) chapters is presented, covering the period from July 1, 1986 through June 30, 1989. Topics include the following: purpose; academic freedom; recognition; nondiscrimination; deduction of professional dues; registration fee; designation of AAUP representatives and their privileges; salary provisions; grievance procedure; faculty personnel grievance procedure; teaching assistant/graduate assistant personnel grievance procedure; promotion and reappointment packet; faculty reappointment/promotion; professional duties; infant care leave and disability resulting from pregnancy; leave of absence without pay; personnel files; miscellaneous; health and safety; university procedures; conditions of employment; out-of-cycle salary adjustments; notice of change of promotional criteria and standards; and term of agreement. Appendices include a list of academic titles covered by the AAUP agreement and academic salary schedules for 1986-87, 1987-88, and 1988-89. (LB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)

☑ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality

- Points of view or opinions stated in this document do not necessarily represent official OERI position or policy

AGREEMENT BETWEEN

ED289417

THE STATE UNIVERSITY OF NEW JERSEY

RUTGERS

and

Rutgers Council Of AAUP Chapters

HE020978

"PERMISSION TO REPRODUCE THIS
MATERIAL HAS BEEN GRANTED BY

NEA

TO THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC)."

BEST COPY AVAILABLE

July 1, 1986—June 30, 1989

AGREEMENT
BETWEEN
RUTGERS THE STATE UNIVERSITY
OF NEW JERSEY

and

RUTGERS COUNCIL
# of the
AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS
CHAPTERS

July 1, 1986 - June 30, 1989

[illegible]
AFSCME
LOCAL
1761

TABLE OF CONTENTS

Page

I Purpose.. 2

II Academic Freedom.. 2

III Recognition.. 2

IV Nondiscrimination.. 3

V Deduction of Professional Dues.. 3

VI Representation Fee.. 4

VII Designation of AAUP Representatives and Their Privileges.. 6

VIII Salary Provisions.. 7

IX Grievance Procedure.. 17

X Faculty Personnel Grievance Procedure.. 22

XI Teaching Assistant/Graduate Assistant
Personnel Grievance Procedure.. 33

XII Teaching Assistants/Graduate Assistants.. 34

XIII Promotion and Reappointment Packet.. 35

XIV Faculty Reappointment/Promotion.. 35

XV Professional Duties.. 38

XVI [illegible] Care Leave and Disability Resulting from Pregnancy. 38

[illegible] Without Pay.. 39

[illegible].. 39

[illegible].. 41

XX Health and Safety.. 41

XXI University Procedures.. 43

XXII Conditions of Employment.. 43

XXIII - Out-of-Cycle Salary Adjustments.. 44

XXIV Notice of Change of Promotional Criteria and Standards.... 45

XXV Term of Agreement.. 45

TABLE OF CONTENTS
continued

Page

Appendix A.. [illegible]
Academic Titles Covered by AAUP Agreement

Appendix B.. 48
Academic Salaries 1986-87

Appendix C.. 57
Academic Salaries 1987-88

Appendix D.. 67
Academic Salaries 1988-89

AGREEMENT

This Agreement between Rutgers, The State University (hereinafter called the "University") and the Rutgers Faculty, represented by the RUTGERS COUNCIL OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS CHAPTERS (hereinafter called the "AAUP") is made and entered into on this 19th day of February, 1987.

I - PURPOSE

The parties recognize and declare that it is their mutual goal to maintain a harmonious relationship in determining conditions of employment. To this end they mutually enter into this agreement intended to state the employment relations between the University and the AAUP.

II - ACADEMIC FREEDOM

The parties hereto recognize the principles of academic freedom as adopted by the University's Board of Governors on January 13, 1967.

III - RECOGNITION

1. The University recognizes AAUP as the sole and exclusive bargaining representative of all Rutgers University faculty members, teaching assistants and graduate assistants as hereinafter defined. Groups of employees may be added or deleted by mutual consent of the parties.

2. The terms "faculty member" and "faculty members" shall include all of the following academic personnel currently employed or to be employed by Rutgers to discharge at least one-half (50%) of a full-time academic job assignment:

(a) All faculty members with the rank of professor, associate professor, assistant professor, instructor, assistant instructor, lecturer, research associate and adjunct faculty who are engaged in instruction, research, or other academic service; and

(b) Members of the research, library, general extension, and cooperative extension staffs and those others, who, by virtue of University regulations hold equivalent rank (see Appendix A) to the faculty categories enumerated in (a) above.

(c) Faculty members who are engaged in instruction and/or research for fifty percent or more of their time during the academic year and who hold the title of associate dean, assistant dean, assistant to dean or academic director.

3. The terms "graduate assistant" and "graduate assistants" and "teaching assistant" and "teaching assistants" shall include all University personnel holding the titles of graduate assistant and teaching assistant.

Excluded are all officers of administration including deans, associate [illegible] assistant deans, assistants to deans, academic directors who are not [illegible] in instruction or research for fifty percent or more of their time [illegible] the academic year, visiting professors, honorary professors, fellows, all [illegible] of the coadjutant staff, all those persons who administer or help to [illegible] a major academic unit or program of the University, and all other [illegible] of the University.

Teaching assistants and graduate assistants shall be covered by this [illegible] except to the extent specifically provided for herein.

IV - NONDISCRIMINATION

In the application of provisions of this Agreement or University [illegible] and policies affecting terms and conditions of employment, there [illegible] be no discrimination by the University or the AAUP against any member of [illegible] bargaining unit because of race, creed, color, sex, religion, nationality, [illegible] status, age, handicap, status as a Vietnam-era or disabled veteran, [illegible] orientation, membership or non-membership in or activity on behalf of or [illegible] to the AAUP.

Grievances in respect to this provision applicable to Article IX shall [illegible] as Category Two grievances.

V - DEDUCTION OF PROFESSIONAL DUES

The University agrees to deduct on a pro-rata basis from each [illegible] pay check the annual AAUP professional dues of each member of the [illegible] herein, who furnishes a voluntary written [illegible] authorization, on a form acceptable to the University. Each [illegible] unit may cancel such written authorization by giving [illegible] cancellation to the University and AAUP only between [illegible] of any year to be effective January 1 of the ensuing [illegible] professional dues shall be such amount as may be [illegible] University by AAUP at least thirty (30) days prior to the date [illegible] deduction of AAUP professional dues is to be made. The University [illegible] remit to the AAUP all professional dues deducted pursuant hereto every two [illegible] together with a list of names of members of the bargaining unit from whose [illegible] such deductions were made.

VI - REPRESENTATION FEE

1. **Representation Fee Deduction**

The parties agree that as of the effective date of this Agreement all employees in the bargaining unit who are not, and do not become, members of the Rutgers Council of AAUP Chapters, shall have deducted from their salaries and forwarded to the Rutgers Council of AAUP Chapters a representation fee in a manner and in an amount as provided below, provided that more than 50% of the faculty members of the bargaining unit are members of the Rutgers Council of AAUP Chapters. Thereafter, as of the second payroll date in July of each year of this Agreement, or any extension thereof, if more than 50% of the faculty members of the bargaining unit who receive paychecks on that date are members of the Rutgers Council of AAUP Chapters, then, for the twelve month period, commencing as of the first payroll date in September of the same year of this Agreement, representation fees shall be deducted from the salaries of members of the bargaining unit who are not members of the Rutgers Council of AAUP Chapters. Notwithstanding the above, in the last year of this Agreement representation fees shall be deducted for the approximate ten month period commencing as of the first payroll date in September and ending as of the last payroll date in June of the last year of this Agreement from the salaries of members of the bargaining unit who are not members of the Rutgers Council of AAUP Chapters. If on the second payroll date in July of any year of this Agreement, or any extension thereof, less than or equal to 50% of the faculty members of the bargaining unit are members of the Rutgers Council of AAUP Chapters, then, for the twelve month period commencing as of the first payroll date in September of the same year of the Agreement, no representation fees shall be deducted from the salary of any member of the bargaining unit.

Deduction of representation fees in accordance with the provisions of this Article shall continue during any extension of this Agreement. Each party reserves its rights concerning continuation and/or discontinuation of deduction of representation fees at the expiration of this Agreement, any extension of this Agreement, or during the interim period between Agreements.

2. **Representation Fee Amount**

At least thirty (30) days before the effective date of the representation fee, or any subsequent modification thereof, the AAUP shall notify the University of the representation fee sum to be deducted from non members' salaries. Any change in the representation fee shall be made upon written notification to the University.

3. The representation fee shall be deducted from non members' salaries in biweekly installments only in accordance with Section 1. above and as provided herein. Representation fee deductions from the salaries of all non member employees shall commence on or after but in no case sooner than the thirtieth (30th) day following the beginning of an

employee's employment in a bargaining unit position or the tenth (10th) day following reentry into the bargaining unit for employees who previously served in bargaining-unit positions and who continued in the employ of the University in a non-bargaining-unit position. For the purpose of this Article, academic year employees shall be considered to be in continuous employment.

If, during the course of the year, the non member becomes an AAUP member, the University shall cease deducting the representation fee and commence deducting the AAUP dues after written notification by AAUP of the change in status. Conversely, if, during the course of the year, the AAUP member directs the University to cease AAUP dues deductions in a manner appropriate under the terms of the dues checkoff agreement, the University shall commence deduction of the representation fee after written notification by the AAUP of the change in status. After deduction, representation fees shall be transmitted to the AAUP in the same manner and in the same time as AAUP dues.

Notice to Bargaining Unit Members

In November of each year of this Agreement, the AAUP shall provide to each member of its bargaining unit a letter concerning the provisions of Article V and Article VI of this Agreement. Such letter shall include the following statement:

> "The obligation for paying representation fees to the AAUP is determined by the percentage of faculty who are dues-paying members of the AAUP. If more than 50% of the faculty are dues-paying members of the AAUP, then all Faculty and Teaching and Graduate Assistants in the [illegible] unit who are not dues-paying members must pay [illegible] fees. An individual may become a dues-paying [illegible] the AAUP at any time during the year, but they may [illegible] membership only between December 14 and [illegible] of any year."

[illegible] and save harmless the University against any [illegible] suits, judgments, settlements, or any other [illegible] including reasonable counsel fees and other costs [illegible] shall arise out of or by reason of action taken or [illegible] University for the purpose of complying with any of [illegible] this Article, including but not limited to, any [illegible] with defending the legality of this [illegible] provision.

e. The liability of the AAUP to indemnify the University for costs of defense shall not exceed in any year of this Agreement 20% of the total amount received as representation fees by the AAUP during said year. This limitation of liability shall not apply to any orders, judgements, or settlements which require restitution of funds forwarded to the AAUP.

b. Neither the University nor the AAUP will challenge the legality of indemnification provisions of this Article. In the event this indemnification of the University by the AAUP is challenged in any forum by any person or entity, the University and the AAUP agree to defend the legality of the indemnification provision. In the event that this indemnification provision is deemed to be illegal or against public policy by any court or administrative agency of competent jurisdiction, then effective the date on which the AAUP no longer remits payments to the University as provided hereinabove, the AAUP agrees it will reduce by 20% the representation fee in effect at that time.

c. The University shall retain its right to determine its course of conduct, including but not limited to, the right to select counsel and determine strategy, in any action arising out of or by reason of the provisions of this Article.

d. The University shall not challenge the legality of the representation fees provided for in this Article in any forum.

e. A detailed statement of services rendered in connection with counsel fees referred to hereinabove shall be provided to the AAUP on a quarterly basis. The AAUP shall remit payment to the University within thirty (30) days after receipt of each such statement.

f. The indemnification provisions of this Article shall continue during any extension of this Agreement or during any period in which the AAUP is collecting representation fees in accordance with this Article.

VII - DESIGNATION OF AAUP REPRESENTATIVES AND THEIR PRIVILEGES

1. The University and AAUP agree to recognize the designated representatives of each for the purposes of collective negotiations, such designation to be made in writing by each party to the other. This designation shall not [illegible] members, from attending collective negotiations [illegible] party for the purpose of providing [illegible] with respect to a particular subject for [illegible].

2. The University agrees that up to five faculty members designated by the AAUP may devote a portion of their professional time to official AAUP business. The AAUP will provide the resources to permit the release of certain AAUP designees from a portion of their professional duties and such designees shall be released from those professional duties for which up to the cost of one Teaching Assistant will provide adequate replacement funds.

The AAUP shall in writing notify the Vice President for University [illegible] individuals who the AAUP wishes to designate for such release [illegible] Such notice shall specify the duties from which the [illegible] release and shall be provided in a timely manner which [illegible] to determine whether the release is consistent with the [illegible] program and, if so, to make adequate provision for [illegible] professional duties from which the faculty [illegible] requests [illegible] for release may not be unreasonably [illegible] and a [illegible] the reasons for denial shall be given [illegible] upon [illegible] working days of that request.

[illegible] The University shall provide to the AAUP a detailed statement [illegible] charges for which the AAUP is billed.

[illegible] The AAUP shall each year in writing inform the Vice President for [illegible] Personnel of the identity and terms of office of the AAUP officers [illegible] the nature of their responsibilities. In addition, the Vice President for University Personnel shall in writing inform appropriate deans and other [illegible] officers serving as superiors to the duly elected officers of the AAUP [illegible] the identity of these officers and the nature of their responsibilities.

3. Representatives of AAUP shall be permitted to transact official business on University property at all reasonable times, provided that this shall not interfere with or interrupt normal University operations.

4. AAUP and its representatives shall have the right to use University buildings at all reasonable hours for meetings provided they follow regular University procedures.

5. AAUP shall have the right to make reasonable use of the University facilities and equipment, including duplicating, computing and office equipment, [illegible] available audiovisual equipment, all in accordance with University [illegible]. AAUP shall pay reasonable costs for the use of facilities and [illegible].

[illegible] AAUP shall have the right to post bulletins and notices to the [illegible] it represents, relevant to official AAUP business, without seeking [illegible] or approval.

[illegible] A packet of materials prepared by AAUP and provided to the [illegible] in sufficient numbers shall be sent to each new bargaining unit [illegible] the University as part of the total package sent by the University [illegible] employees.

VIII - SALARY PROVISIONS

Subject to the appropriation of and allocation to the University by [illegible] of adequate funding for the specific purposes identified for the full [illegible] covered by this Agreement, the following economic provisions shall apply:

FACULTY SALARY PROVISIONS

I. Fiscal Year 1986-87

Subject to the maximum allowable salary for each range as indicated in Appendix B:

A. All persons who were members of the faculty on June 30, 1986 and who continue to be employed as faculty members as of the effective date of this Agreement, shall, retroactive to September 19, 1986, be placed at their current range and step on the salary schedule set forth in Appendix B.[1]

B. In addition, all eligible current members of the faculty who were members of the faculty on June 30, 1986 and who continue to be employed as faculty members as of the effective date of this Agreement, shall, effective July 12, 1986 if their 1986-87 anniversary date is July 1 or on the 9th working day after their 1986-87 anniversary date if the anniversary date is other than July 1, receive an increment, subject to the maximum step on the appropriate range of the salary schedule in Appendix B[2] as specified hereafter:

1. Assistant Instructors, Instructors and Assistant Professors will receive 4 steps;
2. Associate Professors will receive 3 steps;
3. Professors I will receive 2 steps;
4. Professors II will receive 1 step.

II. Fiscal Year 1987-88

Subject to the maximum allowable salary for each range as indicated in Appendix C:

A. For all persons who are members of the faculty on June 30, 1987 and whose employment as faculty members continues beyond that date, there shall be, effective July 1, 1987, a 2 and 1/2% increase across-the-board, based on the June 30, 1987 salary, and an additional 2 and 1/2% increase across-the-board, effective December 10, 1987, based on the June 30, 1987 salary.

---

[1] For Range 43, step 16 on the January 1, 1986 salary schedule is equivalent to step 1 in Appendix B to this Agreement; step 17 on the January 1, 1986 salary schedule is equivalent to step 2 in Appendix B to this Agreement; and [illegible] January 1, 1986 salary schedule which is equivalent [illegible] Agreement.

[2] [illegible] other steps of the range, is added to each range of the [illegible] rank of Professor II.

B. In addition, all eligible members of the faculty who are members of the faculty on June 30, 1987 and whose employment as faculty members continues beyond that date shall, on the appropriate 1987-88 anniversary date, receive an increment subject to the maximum step on the appropriate range of the salary schedule in Appendix C, as specified hereafter:

1. Assistant Instructors, Instructors and Assistant Professors will receive 5 steps;

2. Associate Professors will receive 3 steps;

3. Professors I will receive 2 steps;

4. Professors II will receive 1 step.

III. Fiscal Year 1988-89

Subject to the maximum allowable salary for each range as indicated in Appendix D:

A. For all persons who are members of the faculty on June 30, 1988 and whose employment as faculty members continues beyond that date, there shall be, effective July 1, 1988, a 2 and 1/2% increase across-the-board, based on the June 30, 1988 salary, and an additional 2 and 1/2% increase across-the-board, effective December 1, 1988, based on the June 30, 1988 salary.

B. In addition, all eligible members of the faculty who are members of the faculty on June 30, 1988 and whose employment as faculty members continues beyond that date shall, on the appropriate 1988-89 anniversary date, receive an increment subject to the maximum step on the appropriate range of the salary schedule in Appendix D, as specified hereafter:

1. Assistant Instructors, Instructors and Assistant Professors will receive 5 steps;

2. Associate Professors will receive 3 steps;

3. Professors I will receive 2 steps;

4. Professors II will receive 1 step.

IV. **Faculty Promotional Salary Adjustments**

A. Promotion to Instructor, Assistant Professor

1. For promotions effective July 1, 1986:

    a. The faculty member will receive an increase equal to the dollar value of the increment appropriate to his/her 1985-86 rank, range, and salary, as provided in I.B. above, regardless of his/her step.

    b. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1986 for his/her 1985-86 rank.

    c. The faculty member will then be placed at the appropriate dollar amount, as derived from a. and b. above, on the salary schedule effective July 1, 1986 for his/her new rank at the lowest range that will permit his/her placement at a point not higher than step 16 of a range. If the required dollar amount has not been reached by step 16 of the highest range for the rank, then the faculty member will be placed on that range at the appropriate dollar amount between step 16 and the maximum.

2. For promotions effective July 1, 1987:

    a. The faculty member will receive the salary increase effective July 1, 1987 appropriate to his/her 1986-87 rank, range, and salary as provided in II.A. above.

    b. The faculty member will then receive an increase equal to the dollar value of the increment appropriate to his/her 1986-87 rank, range, and salary, as provided in II.B. above, regardless of his/her step.

    c. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1987 for his/her 1986-87 rank.

    d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1987 for his/her new rank at the lowest range that will permit his/her placement at a point not higher than step 16 of a range. If the required dollar amount has not been reached by step 16 of the highest range for the rank, then the faculty member will be placed on that range at the appropriate dollar amount between step 16 and the maximum.

3. For promotions effective July 1, 1988:

a. The faculty member will receive the salary increase effective July 1, 1988 appropriate to his/her 1987-88 rank, range, and salary as provided in III.A. above.

b. The faculty member will then receive an increase equal to the dollar value of the increment appropriate to his/her 1987-88 rank, range, and salary, as provided in III.B. above, regardless of his/her step.

c. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1988 for his/her 1987-88 rank.

d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1988 for his/her new rank at the lowest range that will permit his/her placement at a point not higher than step 16 of a range. If the required dollar amount has not been reached by step 16 of the highest range for the rank, then the faculty member will be placed on that range at the appropriate dollar amount between step 16 and the maximum.

B. Promotion to Associate Professor and Professor I

1. For promotions effective July 1, 1986:

a. The faculty member will receive an increase equal to the dollar value of the increment appropriate to his/her 1985-86 rank, range, and salary, as provided in I.B. above, regardless of his/her step.

b. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1986 for his/her 1985-86 rank.

c. The faculty member will then be placed at the appropriate dollar amount, as derived from a. and b. above, on the salary schedule effective July 1, 1986 for his/her new rank at the lowest range that will permit his/her placement.

1) not higher than step 3 of a range if his/her 1985-86 step was 8 or below;
2) not higher than step 6 of a range if his/her 1985-86 step was 9 through 13;
3) not higher than step 11 of a range if his/her 1985-86 step was 14 through 18;
4) not higher than step 16 of a range if his/her 1985-86 step was 19 or above.

If the required dollar amount has not been reached by the appropriate step, as provided above, on the highest range for the rank, then the faculty member will be placed on that range at the appropriate dollar amount between the appropriate step, as provided above, and the maximum.

2. For promotions effective July 1, 1987:

   a. The faculty member will receive the salary increase effective July 1, 1987 appropriate to his/her 1986-87 rank, range, and salary as provided in II.A. above.

   b. The faculty member will then receive an increase equal to the dollar value of the increment appropriate to his/her 1986-87 rank, range, and salary, as provided in II.B. above, regardless of his/her step.

   c. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1987 for his/her 1986-87 rank.

   d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1987 for his/her new rank at the lowest range that will permit his/her placement.

      1) not higher than step 3 of a range if his/her 1986-87 step was 8 or below;
      2) not higher than step 6 of a range if his/her 1986-87 step was 9 through 13;
      3) not higher than step 11 of a range if his/her 1986-87 step was 14 through 18;
      4) not higher than step 16 of a range if his/her 1986-87 step was 19 or above.

   If the required dollar amount has not been reached by the appropriate step, as provided above, on the highest range for the rank, then the faculty member will be placed on that range at the appropriate dollar amount between the appropriate step, as provided above, and the maximum.

3. For promotions effective July 1, 1988:

   a. The faculty member will receive the salary increase effective July 1, 1988 appropriate to his/her 1987-88 rank, range, and salary as provided in III.A. above.

   b. The faculty member will then receive an increase equal to the dollar value of the increment appropriate to his/her 1987-88 rank, range, and salary, as provided in III.B. above, regardless of his/her step.

c. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1988 for his/her 1987-88 rank.

d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1988 for his/her new rank at the lowest range that will permit his/her placement.

   1) not higher than step 3 of a range if his/her 1987-88 step was 8 or below;
   2) not higher than step 6 of a range if his/her 1987-88 step was 9 through 13;
   3) not higher than step 11 of a range if his/her 1987-88 step was 14 through 18;
   4) not higher than step 16 of a range if his/her 1987-88 step was 19 or above.

   If the required dollar amount has been reached by the appropriate step, as provided above, on the highest range for the rank, then the faculty member will be placed on that range at the appropriate dollar amount between the appropriate step, as provided above, and the maximum.

C. Promotion to Professor II

1. For promotions effective July 1, 1986:

   a. The faculty member will receive an increase equal to the dollar value of the increment appropriate to his/her 1985-86 rank, range, and salary, as provided in I.B. above, regardless of his/her step.

   b. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1986 for his/her 1985-86 rank.

   c. The faculty member will then be placed at the appropriate dollar amount, as derived from a. and b. above, on the salary schedule effective July 1, 1986 for his/her new rank.

2. For promotions effective July 1, 1987:

   a. The faculty member will receive the salary increase effective July 1, 1987 appropriate to his/her 1986-87 rank, range, and salary as provided in II.A. above.

   b. The faculty member will receive an increase equal to the dollar value of the increment appropriate to his/her 1986-87 rank, range, and salary, as provided in II.B.

above, regardless of his/her step.

c. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1987 for his/her 1986-87 rank.

d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1987 for his/her new rank.

3. For promotions effective July 1, 1988:

a. The faculty member will receive the salary increase effective July 1, 1988 appropriate to his/her 1987-88 rank, range, and salary as provided in III.A. above.

b. The faculty member will receive an increase equal to the dollar value of the increment appropriate to his/her 1987-88 rank, range, and salary, as provided in III.B. above, regardless of his/her step.

c. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1988 for his/her 1987-88 rank.

d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1988 for his/her new rank.

V. Supplemental Salary Adjustments

During the term of this Agreement additional salary adjustments shall be made according to a program to be established and administered by the University, as specified in the Supplemental Salary Adjustment Program dated January 5, 1987. Supplemental salary adjustments will total $600,000 in 1986-87, and equivalent amounts in 1987-88 and in 1988-89. The recipients of these adjustments shall be notified prior to June 30 of each year of the Agreement.

Faculty members at or above the top range and step of their respective ranks may receive a supplemental salary adjustment pursuant to this program. Steps shall be added on the top range of each rank for this purpose. Individuals placed on these added steps shall not be eligible for increments under provisions I.B., II.B., and III.B. of Article VIII.

Professors II who receive a supplemental salary adjustment pursuant to this program that has the effect of increasing their salaries above the maximum for the rank shall be placed on the salary range for special professorial titles.

VI. Special Professorial Titles

Members of the faculty with special professorial titles (Named Professors, University Professors, incumbents of Endowed Chairs) can be placed, at the discretion of the University, on the salary range for special professorial titles. In addition, Professors II who receive a salary adjustment in accordance with the provisions of Article VIII, Section V or Article XXIII that has the effect of increasing their salaries above the maximum for the rank shall be placed on the salary range for special professorial titles.

Individuals placed on the salary range for special professorial titles shall not be eligible for increments under provisions I.B., II.B., and III.B. of Article VIII.

VII. Special Negotiations

At the request of the University at any time during the period of this Agreement, the AAUP and the University shall negotiate special maximum salaries applicable to specific disciplines and ranks for a specified period. Placement of a faculty member at a salary above that specified as the maximum for the rank in Appendixes B, C, and D of this Agreement shall be only at the discretion of the University and shall be available only for the specific discipline and rank as specially negotiated. Such placement for continuing faculty shall be [illegible] only as specifically negotiated for each faculty member.

[illegible] shall be added to the top range of the affected rank up to the [illegible] negotiated maximum. Faculty members placed in accordance with this [illegible], at a special salary above the maximum salary for their rank as set [illegible] Appendixes B, C, and D to this Agreement shall continue to be eligible [illegible] the provisions of Article XXIII and of this Article for which they would [illegible] eligible, including increments under provisions I.B., II.B., [illegible] VIII, subject only to the specially negotiated maximum.

[illegible] ASSISTANTS - SALARY PROVISIONS

[illegible] 1986-87

A. [illegible] September 11, 1986, the following Teaching and Graduate [illegible] salary schedule will be in effect:

	AY	CY
[illegible] Assistant I	7848	9025
[illegible] Assistant I	7848	9025
[illegible] Assistant II	7948	9140
[illegible] Assistant II	7948	9140
[illegible] Assistant III	8048	9255
[illegible] Assistant III	8048	9255

B. [illegible], all individuals who held appointments as teaching or [illegible] assistants during the 1985-86 fiscal year:

1. at step I and who have received an appointment as a teaching or graduate assistant during the 1986-87 fiscal year shall be placed on step II on the above 1986-87 schedule.

2. at step II and who have received an appointment as a teaching or graduate assistant during the 1986-87 fiscal year shall be placed on step III on the [illegible] schedule.

II. **Fiscal Year 1987-88**

A. Effective September 11, 1987, the following Teaching and Graduate Assistant salary schedule will be in effect:

	AY	CY
Teaching Assistant I	8245	9482
Graduate Assistant I	8245	9482
Teaching Assistant II	8345	9597
Graduate Assistant II	8345	9597
Teaching Assistant III	8445	9712
Graduate Assistant III	8445	9712

B. In addition, all individuals who held appointments as teaching or graduate assistants during the 1986-87 fiscal year:

1. at step I and who received an appointment as a teaching or graduate assistant during the 1987-88 fiscal year shall be placed on step II on the above 1987-88 schedule.

2. at step II and who receive an appointment as a teaching or graduate assistant during the 1987-88 fiscal year shall be placed on step III on the above 1987-88 schedule.

III. **Fiscal Year 1988-89**

A. Effective September 11, 1988, the following Teaching and Graduate Assistant salary schedule will be in effect:

	AY	CY
[illegible]	8662	9961
[illegible]	8662	9961
Teaching Assistant II	8762	10,076
Graduate Assistant II	8762	10,076
Teaching Assistant III	8862	10,191
Graduate Assistant III	8862	10,191

[illegible] In addition, all individuals who held appointments as teaching or [illegible] assistants during the 1987-88 fiscal year:

[illegible] at step I and who have received an [illegible] as a [illegible] teaching or graduate assistant during [illegible] fiscal year shall be placed on step II on [illegible] 1988-89 schedule.

[illegible] at step II and who have received an appointment as a teaching or graduate assistant during the 1988-89 fiscal year shall be placed on step III on the above 1988-89 schedule.

[illegible] In addition, all Teaching and Graduate Assistants who hold either less than a full-time appointment for at least one semester or who hold a one-semester full-time appointment shall receive a one-time cash bonus of $50 in each semester during which they hold such an appointment in the academic years [illegible]-87, 1987-88, and 1988-89. Such bonuses shall be paid at the completion of [illegible] semester.

IX - GRIEVANCE PROCEDURE

[illegible] Grievances under this Procedure.

1. A grievance under this Article IX is defined as:

[illegible]

[illegible] that, with respect only to those provisions of this [illegible] affect terms and conditions of employment as that [illegible] defined by law, there has been a violation of such a [illegible] provisions of this Agreement which has affected the terms [illegible] of employment of a member or members of the bargaining [illegible]

or

[illegible]

[illegible] that, with respect only to those University policies, [illegible], administrative decisions or Regulations which affect terms and conditions of employment as that concept has been defined by law, there has been a misrepresentation, misapplication or violation of such [illegible] University policy, agreement, administrative decision or Regulation [illegible] has affected the terms and conditions of employment of a member [illegible] of the bargaining unit.

[illegible] Excluded from this grievance procedure are:

a. All matters defined grievable under the procedures between the University and the .

b. An allegation regarding the evaluation reappointment, promotion and/or tenure, as prov [illegible] this Agreement;

c. An allegation regarding a violation of the Univers [illegible] or this Agreement or established policy or pr [illegible] reappointment of Teaching Assistants/Graduate A [illegible] provided in Article XI of this Agreement.

3. A grievance under this Article may be filed by a bargaining unit [illegible] or members, if more than one member has been affected, or by the AAUP. A grievance filed by a member or members of the bargaining unit may only be filed with the AAUP and will be promptly transmitted to the Vice President for University Personnel by the AAUP.

4. Any matter which is mandated by law to be a subject of a grievance procedure of the Agreement and which has not been provided for herein shall be deemed a Category Two grievance.

B. Requirements for Filing.

1. A grievance must be filed in writing within six months of the date on which the grievant should reasonably have known of its occurrence, or within 30 working days if the grievant is requesting an accelerated schedule. The written statement of the grievance shall specify whether the grievance is a Category One or a Category Two grievance or both; shall contain a statement of the facts surrounding the grievance; shall specify the provision or provisions of the Agreement, Regulations, policies, agreements or administrative decisions which allegedly have been violated, misapplied or misinterpreted; and shall specify the relief sought. In addition, where the substance of the grievance concerns a dispute between bargaining unit members, the grievance filing shall show evidence of an effort to resolve the matter with the appropriate dean. Such efforts at informal resolution of grievances shall not affect the timeliness requirements of this procedure.

2. Grievances submitted from New Brunswick shall be delivered to the New Brunswick office of the AAUP, in which case the delivery date will establish the timeliness of the filing. Grievances submitted from the Camden and Newark Campuses as well as other locations outside New Brunswick shall be sent by United States mail to the New Brunswick office of the AAUP, in which case the postmark date will establish the timeliness of filing.

3. Relevant information, material, and documents concerning a grievance shall be provided, if available, by either party upon written request [illegible] party within 15 working days.

C. [illegible]

1. [illegible] the receipt of the grievance [illegible]

Vice President for University Personnel, or within 15 working days if the parties agree that the problem requires an accelerated schedule, the Vice President for University Personnel or his/her designee shall render a written response.

2. The Vice President for University Personnel or his/her designee, simultaneously with submitting his or her written response to the grievant, shall also submit a copy of the response to the AAUP.

3. The Vice President for University Personnel or his/her designee(s) may conduct such investigation as he or she may require in order to render a written response, including meeting(s) with the grievant and other individuals who are determined by the Vice President for University Personnel or the AAUP to be concerned in or to have knowledge of the matter.

4. The grievant will have the opportunity to meet with the Vice President or his or her designee if the grievant requests such a meeting within 10 working days of the filing of the grievance. The meeting shall be scheduled within 10 working days of the request.

5. In instances when the parties agree that the problem requires an accelerated schedule, if a meeting is requested at the time the grievance is filed, it shall be scheduled within five working days of the receipt of the grievance.

6. Where the grievant alleges that the grievance concerns an immediate health or safety problem the grievance shall be heard on an accelerated schedule.

7. The grievant may be assisted by up to two representatives approved by the AAUP. The University shall have the right to assume that any representative who appears with the grievant is approved by the AAUP. The grievant's representatives shall be members of the bargaining unit and/or AAUP staff. Although the University may request members of the bargaining unit to participate in the investigation of, and meetings about, a grievance, a member of the bargaining unit may not be a designee of the Vice President for University Personnel or a formally designated representative of the University.

STEP TWO—ARBITRATION

1. If the AAUP is not satisfied with the disposition of the grievance at Step One, the AAUP—upon written notification to the Vice President for University Personnel and written request to the State Mediation Service for a list of arbitrators within 30 working days of receipt of the Step One decision or within 15 working days if the grievance has been heard on an accelerated schedule at Step One—may appeal the grievance to arbitration. If the AAUP determines that either it or an individual bargaining unit member(s) cannot arrive at a decision on whether to proceed to Step Two within the 30 working days provided herein, it will so notify the Vice President for University Personnel during this period. This notice will extend the period for invoking Step Two for a period of 30 additional working days. Additional extensions may be

agreed to by the parties, and if such an agreement is made it shall be set forth in writing. No extensions beyond the original 15 working days provided for filing of an appeal to Step Two shall be available in instances when the grievance has been heard on an accelerated schedule at Step One except by written mutual agreement of the parties. If no decision is rendered within the time limits specified in C.1. above, the AAUP may appeal the grievance to Step Two within six months of the last day on which the Step One decision would have been timely rendered.

2. Where a grievance concerning a health or safety problem has been heard on an accelerated schedule at Step One and has been timely appealed to Step Two, the AAUP and the University will each make an effort to obtain a prompt hearing of the grievance at Step Two.

3. The arbitrator shall conduct a hearing and:

   a. Binding Arbitration

   In the case of Category One grievances, render a decision which shall be final and binding on the AAUP, the grievant(s) and the University;

   or

   b. Advisory Arbitration

   In the case of Category Two grievances, render a recommendation to the Office of the President. The President's decision will be final and binding for all internal University purposes. Such decision will be rendered within 15 working days of receipt of the arbitrator's report. If the President modifies or rejects the recommendations of the arbitrator, he/she will set forth the reasons for such modification or rejection.

4. The arbitrator's decision or recommendation shall be rendered in accordance with law. The arbitrator shall not have the authority to amend, alter, or in any way change a University policy, Regulation, established practice or provision of this Agreement.

5. Any party may request a stenographic record. If such transcript is agreed upon by the parties, or in appropriate cases determined by the neutral arbitrator, to be the official record of the proceeding, it must be made available to the arbitrator, and to the other party for inspection, at a time and place determined by the arbitrator. The total cost of such a record shall be shared equally by those parties that order copies. Either party may tape the arbitration proceeding, but the tape shall not constitute the official record. The tape may be used only for the purpose of preparing the case and may not be used for any other purpose or in any other forum.

6. The arbitrator shall be selected from the lists of arbitrators supplied through the New Jersey State Mediation Service under the rules of that agency.

7. The costs and expenses incurred by each party shall be paid by the party incurring the costs, except that the fees of the neutral arbitrator and the fee, if any, of the administering agency shall be borne equally by the University and the AAUP.

Miscellaneous

1. "Working Days" are all days on which the administrative offices of the University are open for business as specified in the administrative calendar. "Months" are calendar months, and they are unaffected by any of the University's working calendars.

2. The time limits in this Article may be extended at any time by written agreement of the parties to this Agreement. Upon advance written notice to the AAUP and the University, a grievant who is on an academic year appointment may request that some or all of the period between Commencement and September 1 be excluded from the time limits in this procedure. Such requests shall not be made unreasonably and shall include the reasons for the request.

   A contention by the AAUP that a University decision that a grievance is not timely filed is in error shall be expeditiously submitted to binding arbitration unless the parties to this Agreement mutually agree otherwise. Until the timeliness matter is resolved, the grievance filed shall remain in abeyance.

3. In order to assist AAUP in its determination as to whether or not the grievance should be pursued beyond Step One, the Vice President for University Personnel or his or her designee, upon request of AAUP, shall make available to the AAUP a copy of the written policy, Regulation, agreement or administrative decision affecting terms and conditions of employment as defined by law, cited in his or her written response as a basis of the answer to the grievance.

4. Whether or not pursued, this procedure shall constitute the sole and exclusive right and remedy of bargaining unit members and the AAUP for any and all claims cognizable under this procedure. A written response at Step One which is not appealed to Step Two, by written notification to the Vice President for University Personnel in accordance with Section D.1. above shall be considered a binding and final settlement of the grievance. If there is no written response at Step One and the AAUP does not timely appeal to Step Two the grievance shall be considered as having been withdrawn.

[illegible] Exception as to Category Two Grievances. If the AAUP does not timely invoke Step Two in accordance with Section D.1. above, and the AAUP and/or the grievant(s) commence a Court proceeding pertaining to the grievance within 45 working days of the last date upon which the AAUP [illegible] timely invoked Step Two, the defenses of exhaustion of [illegible] or exclusivity of the grievance procedure will not be available to the University in such Court proceeding. Nothing contained herein shall be construed or implied as a recognition by the [illegible] the AAUP and/or grievant has any enforceable right [illegible] University with respect to any misinterpretation, misapplication or violation of University policy, agreement, administrative decision or Regulation.

6. The exclusivity of remedies and exhaustion of procedures provided for in this Article are not intended nor shall they apply to rights of individual bargaining unit members that arise from [illegible] independent of this Agreement, University policies, agreements, [illegible] decisions or regulations.

X - FACULTY PERSONNEL GRIEVANCE PROCEDURE

I. Definitions of a Grievance and Grievant

A. A grievance under Article X is an allegation that, in an evaluation which resulted in failure to award reappointment, promotion and/or tenure, there occurred a material procedural violation of 1) the Academic Reappointment/Promotion Instructions and/or their appendices applicable in the year in which the grievant was evaluated, and/or 2) this Agreement, and/or 3) a University Regulation or an established practice of the University related to reappointment or promotion. An established practice within the meaning of this Article is one which is not inconsistent with either a University Regulation or a provision of this Agreement.

A violation within the meaning of this Article also takes place when the action taken pursuant to 1), 2) or 3) above is arbitrary or capricious, based on personal prejudice against the grievant and/or based on discrimination against the grievant because of race, creed, color, sex, religion, nationality, marital status, age, handicap, status as a Vietnam-era or disabled veteran, sexual orientation, membership or non-membership in or activity on behalf of or in opposition to the AAUP.

B. A grievant within the meaning of this Article is a faculty member in the bargaining unit who files a grievance under this Article. A grievant shall retain the right to process a grievance to completion regardless of his/her employment status.

C. The initial statement of grievance shall be presented on a form mutually acceptable to the AAUP and the University and must:

1. identify the alleged violations in the evaluation of the grievant as specified in A. above;

2. identify the evaluator(s) and/or evaluating bodies who allegedly committed the violations specified in C.1.; and,

3. [illegible] alleged actions were committed or omitted that led to [illegible] specified in C.1.

[illegible] A grievance may be resolved informally by the grievant and the University at any time. The informal resolution of a grievance shall not constitute precedent for the formal or informal resolution of any grievance or for any other purpose. A grievance filing shall normally [illegible] evidence of an attempt to reach informal resolution.

Filing Procedure

A. Grievances shall be filed with the Office of the Vice President for University Personnel according to the schedule specified in Section VII. Such grievances shall be logged in as to date of receipt and forwarded within one working day to the Reviewing Officer and to the AAUP.

B. Such grievances shall be reviewed by the Reviewing Officer who shall determine if the grievance filing complies with Section I.A., B., and C. above and Section VII. below and forwarded by him/her as per provisions A. through E. below within ten working days of the date on which the grievance was filed.

C. The Reviewing Officer shall forward to the appropriate Provost's office each grievance statement which meets the filing requirements. Notices of the acceptance of the grievance shall be sent to the grievant and to the AAUP within 15 working days of the filing.

[illegible] When the Reviewing Officer finds that a grievance statement does not meet the filing requirements, he/she shall return it to the grievant [illegible] working days with a written statement specifying the defects [illegible] rejection. A copy of such statement shall at the same [illegible] the AAUP. If the Reviewing Officer is unable to meet [illegible] specified herein, he/she shall so notify the AAUP in [illegible] appropriate extension of time shall automatically be [illegible] grievant.

[illegible] Officer has held the grievance to be untimely, [illegible] resubmit a revised statement within ten working days [illegible] letter rejecting the grievance. Such resubmission [illegible] Officer shall be handled according to the above [illegible] to resubmit a revised statement within ten working [illegible] the Reviewing Officer's action as provided in II.G. [illegible] withdrawal of the grievance.

[illegible] Officer finds the grievance to be untimely, the [illegible] appeal this finding to the Filing Board, as provided in II.G. below.

G. In the event the grievant does not accept the action taken by the Reviewing Officer:

1. The grievant may submit the issue to the Filing Board. Such submission must be made within five working days of receipt of the Reviewing Officer's action.

2. The grievant may request a hearing before the Filing Board. Such hearing shall be held within seven working days of receipt of the issue. The grievant may be represented by an AAUP advisor at such hearing.

3. The Filing Board shall review the submissions and render a decision in writing within ten working days of receipt.

4. If the Filing Board sustains the claim that the grievance filing meets the filing requirements, or should be accepted as timely filed, it shall forward the grievance statement to the appropriate Provost's office with notice of acceptance to the grievant, the AAUP, and the Reviewing Officer.

5. If the Filing Board rejects the claim that the grievance statement meets the filing requirements, it shall notify the grievant, the AAUP and the Reviewing Officer of its decision in writing. If the grievance has been rejected for reasons other than timeliness, the grievance may be resubmitted according to the provisions of E. above. The decision of the Filing Board shall explain the reasons for rejecting the grievant's claim. Copies of the decision shall be sent to the AAUP and the Reviewing Officer.

6. The decision of the Filing Board shall be binding on the grievant, the University, and the AAUP.

H. Within 15 working days after notification of acceptance of a grievance has been given pursuant to Sections II.C. or G.4. above, the grievant shall submit to the Vice President for University Personnel an expanded grievance statement. The expanded grievance statement shall clearly define the issues of the grievance that had been specified in the initial grievance statement and shall include a full explanation of the [illegible] as defined in I.A. above in the evaluation for [illegible] promotion and/or tenure. The expanded grievance statement shall identify to the extent possible documents and potential [illegible] to the grievance and shall identify their [illegible]. Within 25 working days of receipt of the [illegible], the University shall forward to the [illegible] written response to the particulars of the grievance. [illegible] response shall address each allegation, shall [illegible] possible documents and potential witnesses [illegible] the grievance and shall identify their relevance [illegible] the [illegible]. The Vice President for University Personnel shall, at the same time, forward both grievance statements and the University's response to the grievance committee.

I. Prior to the start of the hearing, the University shall, insofar as it is possible for it to do so, make available to the grievant all relevant requested documents and other relevant information, other than [illegible] confidential letters and the promotion packets of other faculty.

[illegible] Grievance Committee

[illegible] Authority

1. The grievance committee shall meet to hear the grievance within [illegible] working days of receipt of the material [illegible] in Section [illegible] above and may request at the time of [illegible] that the [illegible] and/or the University be prepared at [illegible] to present the testimony of witnesses on specific issues raised in the [illegible] statement, to further explain specific issues raised in the grievance statement, to present additional documentation, [illegible] their case.

2. The number of additional hearings, if any, of the grievance and the nature of the evidence and witnesses to be introduced at such hearings shall be consonant with the provision of an expeditious hearing that permits adequate opportunity for the presentation of relevant evidence.

3. In this regard, it is the understanding of the AAUP and the University that all parties to the grievance procedure, including the grievance committee, the grievant, the grievant's representatives, the University's representatives, and witnesses presented by the grievant and the University, are charged with the responsibility for cooperating in the scheduling and hearing of the grievance in an expeditious manner, so that the grievance committee is enabled to complete hearing of the grievance within [illegible] of the initial hearing.

[illegible] the grievant's allegations shall have been [illegible] initial and expanded grievance statements; [illegible] information relevant to an alleged violation [illegible] the hearing, a request for an amendment of [illegible] may be made by the grievant during the [illegible]. In such instances, the proposed amendment [illegible] in the form of a memorandum addressed to the [illegible] with a copy to the University Representative, [illegible] information about the new allegation in [illegible] I.C. of this procedure, and which explains [illegible] statement is being amended at that [illegible]

[illegible] agrees that the new allegation is [illegible] of a [illegible] in accordance with [illegible] the amendment [illegible].

[illegible] Representative does not accept the new [illegible] to this procedure, the grievant may [illegible] amendment to the [illegible] Officer [illegible] it will be processed in accordance with [illegible] procedure.

[illegible] working days of the final hearing session, the [illegible] shall render a decision in writing. The decision shall address all allegations raised in the grievance. For each allegation, the grievance committee will determine if 1) the alleged violation is material; 2) the alleged violation constitutes a violation as defined in Section I.A. of this procedure; 3) the alleged violation has been proven. The committee shall not make judgments as to whether [illegible] should receive reappointment, promotion, and/or tenure. [illegible] the committee will address only those allegations set [illegible] in the expanded grievance statement or an amendment [illegible] pursued by the grievant. The committee's decision, [illegible] form agreed to by the AAUP and the Vice President for University Personnel, shall be binding on the University, the grievant, and the AAUP. Copies of the grievance committee's decision shall be sent to the grievant, the AAUP, the University Representative, the appropriate Provost and the Vice President for University Personnel.

6. The standard of proof shall be met when the preponderance of evidence about an alleged fact and/or alleged violation is sufficient to sustain the allegation.

7. If the grievance committee sustains the grievance, it shall order a remand, which is the sole and exclusive remedy under this procedure. If an evaluator or evaluating body has been found by the grievance committee in this evaluation to have acted on the basis of prejudice against the grievant or to have discriminated against the grievant as specified in I.A. above, the committee shall clearly and explicitly identify that evaluator or evaluating body in its decision and inform him/her or them in writing of the specifically sustained allegation.

8. When a remand is ordered by a grievance committee, the committee, the grievant and the appropriate officer of the University shall meet as soon as possible, but no later than within ten working [illegible] of the decision by the AAUP and the University, to [illegible] for the remanded evaluation. If agreement is [illegible] in writing and signed by the [illegible]. Such remedy shall be implemented [illegible] to remedy identified defects.

[illegible] working days of the meeting [illegible] above, the University shall issue [illegible] evaluation to the appropriate [illegible] shall forward copies of [illegible] the AAUP. The instructions [illegible] pursuant to Article XIV of [illegible]

[illegible] the University's instructions for [illegible] a violation that was found [illegible] grievant may ask the Permanent [illegible] advisory opinion to the University [illegible] eliminate the procedural [illegible]. The remand procedure may [illegible] challenged in any other way until it has been implemented by the University and a decision on the reevaluation has been made.

Hearing Procedures before the Grievance Committee

1. The University Representative shall be the person designated by the University to present its case. The University [illegible] Representative shall be identified in the University's [illegible]. If the University changes its Representative, it will [illegible] the AAUP.

2. The University Representative may be assisted by two advisors.

3. The grievant may be represented and assisted by two advisors, neither of whom shall be a member of the grievant's department. The grievant's advisors shall be named in the expanded grievance statement.

4. Ordinarily the University Representative, the University Representative's advisors, and the grievant's advisors shall not be attorneys. However, if either party chooses to be represented by an attorney, the other party may be so represented.

IV.

5. The grievant and the University Representative may cross-examine witnesses.

6. If the grievant or the University Representative offers testimony he or she is subject to cross-examination.

7. Observers of the hearing are permitted with the consent of the grievant and the University Representative. In addition, each evaluator or the chair of an evaluating body against whom allegations are brought may be present at the hearing or represented by an individual designated by the University, except when the grievant objects to the presence of such individuals.

8. Either party may tape record the proceedings of the hearings, but the tape shall not constitute an official record. The tape may be used only for the purpose of preparing the case and may not be used for any other purpose or in any other forum.

[illegible] confidential letters of recommendation are those letters [illegible] response to solicitation pursuant to the Academic [illegible]/Promotion Instructions.

Outside confidential letters of recommendation shall not be made available to the grievant or to his or her advisors, or to the University Representative for the purpose of the grievance, nor shall they be offered or admitted into evidence before the Grievance Committee, the Filing Board, or the Permanent Panel on Procedures.

In those cases in which the outside confidential letters of recommendation are a factor in a grievance, evidence respecting the contents of the letters may be introduced only through the following procedure:

Two (2) neutral tenured faculty members, each mutually acceptable to the grievant and to the University, shall be appointed by the Grievance Committee. The letters shall be turned over to the neutrals on a confidential basis. The neutrals shall examine the letters, answer the questions raised by the parties and the Committee, and issue their report(s) to the University Representative, the Grievance Committee and the grievant. The confidentiality of the contents and the identity of the writers shall be protected at all times.

10. There shall be no ex parte communication regarding the grievance with the Grievance Committee by the grievant, the University Representative, the AAUP or the University administration.

11. The confidentiality of the procedure appropriate to the maintenance of due process shall be adhered to by both parties. Claims by either party of breaches of such confidentiality shall be referred to the Permanent Panel on Procedures.

Settlement of Procedural Questions Arising During Hearings of the Grievance Committee

A. A question arising during the processing of a grievance under this procedure concerning the interpretation and/or application of this procedure may be raised by the grievant or the University Representative as a matter for determination by the Grievance Committee.

1. In the event the Grievance Committee declines to determine the matter or the grievant or the University Representative is not satisfied with the soundness of the interpretation and/or application, that procedural issue shall be referred to the Permanent Panel on Procedures, in accordance with Section IV.C.1. below.

2. If such issue is not settled by the Grievance Committee, the grievant and/or the University Representative may request that the hearings be suspended pending review by the Permanent Panel on Procedures.

3. If suspension in accordance with Section IV.A.2. above is not requested, the hearing may proceed to consider matters on which no issue of interpretation or application of procedure has been raised.

4. A ruling made by the Grievance Committee on the interpretation or application of this procedure that is not referred by the grievant or the University Representative to the Permanent Panel on Procedures at the time of such ruling shall be binding for this and only this case.

B. A question concerning a matter of procedure not specifically addressed by this procedure shall be referred within two working days of the [illegible] arose to the parties to this agreement (AAUP and the [illegible] for a joint determination that shall amend the procedure [illegible].

[illegible] the AAUP and the University fail to reach such agreement within [illegible] days of submission to them, the question may be submitted [illegible] Panel on Procedures by either party [illegible] ad hoc [illegible] be implemented in the instant case [illegible] reasonable [illegible] the issue at hand. Any such ad hoc procedure shall not [illegible] in any other case. The Permanent Panel on Procedures [illegible] a decision within seven working days of the date the [illegible] submitted to them.

[illegible] Panel on Procedures shall have the authority to make binding decisions on the interpretation and/or the application of provisions of this procedure where such issues are referred to it under the provision of Section IV.A.1-2. Matters so referred shall be handled as follows:

1. The grievant and/or University Representative shall submit their respective claims in writing to the parties to the Agreement (AAUP and the University) within two working days of the date the issue arose. The parties shall each prepare a written position on the issue to be forwarded to the Permanent Panel on Procedures, with each party copying the other, within five working days of receipt of the statement of claim.

2. Either the AAUP or the University may request a hearing on the matter before the Permanent Panel on Procedures. Such request shall be made at the time of the party's submission of its position to the Permanent Panel on Procedures.

[illegible] is requested, the Permanent Panel on Procedures may [illegible] with the parties to this Agreement to discuss [illegible]

[illegible] meeting shall take place within five working days [illegible] Panel on Procedures' receipt of the parties' [illegible]

[illegible] on Procedures shall render its decision on the [illegible] working days of the receipt of the parties' [illegible] ruling by the Permanent Panel on Procedures on the [illegible] application of this Agreement shall be [illegible], the University and the AAUP.

[illegible] Permanent Panel on Procedures shall be [illegible] with law and shall be within the scope of [illegible] provided in this procedure.

[illegible] Selection of Boards, Panels and Grievance Committees

The Filing Board

The Filing Board shall be composed of one person appointed by the University, one person appointed by the AAUP, and a third person jointly appointed by the University and the AAUP. Such appointees shall be employees of the University but may not, for the term of their service on this panel, also serve as members of the Permanent Panel on Procedures, as the Reviewing Officer, as a University Representative, as an advisor, as a member of a Grievance Committee, or as a participant in any grievance under this procedure.

B. Permanent Panel on Procedures

The Permanent Panel on Procedures shall be composed of one person appointed by the University, one person appointed by the AAUP, and a third person jointly appointed by the University and the AAUP.

Such appointees shall be employees of the University but may not, for the term of their service on this panel, also serve as members of the Filing Board, as the Reviewing Officer, as a University Representative, as an advisor, as a member of a Grievance Committee, or as a participant in any grievance under this procedure. Members of the panel shall be appointed March 1st of each year for one-year terms and may be reappointed according to the above requirements.

C. Grievance Committees

1. Except as provided in Section V.C.2. below, a Grievance Committee shall be composed of three tenured faculty members from the unit in which the grievance arises, to be constituted jointly by the AAUP and the University by random selection, subject to compatability of schedules, from pools elected by each unit. The members of each committee shall select their chairperson.

   The procedure for nominating and electing tenured faculty members to the unit pool shall be as follows: each department with 20 or fewer tenured faculty members shall nominate one tenured faculty member; each department with more than 20 but with no more than 40 tenured faculty members shall nominate two; each department with more than 40 shall nominate three. Additionally, nominations may be made by unit faculty members at large. In those units without departmental structure, all nominations will be made at large.

   Elections for the subsequent academic year shall be held in the spring after the [illegible] Board of Governors meeting and before the [illegible]

   [illegible] members to be elected to each unit [illegible] the AAUP and the University, such [illegible] the size of each unit and its [illegible]

2. Grievances in which allegations concern solely the Promotion Review Committee shall be filed, reviewed, and otherwise administered according to this procedure except that these grievances shall all be heard by the Special Grievance Committee.

The Special Grievance Committee shall be composed of five Professors II annually and jointly selected by the AAUP and the University. The chair of the Special Grievance Committee shall be chosen by its members. The AAUP and the University shall also annually and jointly select four alternate members of the Special Grievance Committee.

Individual members of the Special Grievance Committee may be excused from hearing a specific grievance for personal reasons, because they participated in the evaluation, because they are a member of the grievant's department or section, or for cause as specified in Section V.C.5. below. When a regular member has been excused for cause, an alternate member shall substitute for the excused regular member. In all other instances, an alternate member will substitute for each regular member excused from hearing a specific grievance whenever such substitution is possible. Alternate members shall be appointed in rotation by the Chair of the Special Grievance Committee. Members shall not be substituted on the Committee once hearings have commenced.

In no instance may the Special Grievance Committee be composed of fewer than three members at the commencement of any grievance. In instances when, because of a diminution of the Committee's membership there are two or four Committee members and there results a tie vote, the Committee shall find for the grievant.

The decision of the Special Grievance Committee shall be rendered in accordance with Section III.A.5. of this procedure, except that a copy of the Committee's decision shall also be sent to the Executive Vice President.

3. No person shall serve on a grievance committee for a case in which he/she has participated in the evaluation process.

4. The Provost or his/her designee will notify the grievant, the AAUP, and the University of the committee's membership.

5. The grievant may, in writing and stating the reason, challenge the participation of any grievance committee member for cause. If [illegible] challenge cannot be resolved informally, the matter shall be referred to the Permanent Panel on Procedures for a binding [illegible]. At the request of either the grievapt or the [illegible] the Permanent Panel on Procedures shall hold a meeting [illegible] decision within five working days of receipt of the [illegible]

[illegible]

[illegible] Filing Board, the Permanent Panel on Procedures, nor the [illegible] Committees shall have the authority to amend, alter, or in any way change a University Regulation, an established practice or a provision of this agreement or to substitute its judgment for the academic judgment of persons charged with the responsibility for making such judgment.

B. No reprisals shall be taken against any grievant, advisor, witness, or member of a Grievance Committee for participation in the grievance process. Claims of any such reprisals shall be grievable under Article IX, Category One.

C. If a remanded evaluation results in a negative personnel action, the grievant shall receive a twelve-month* extension of employment, [illegible] from the date the grievant is informed of the negative [illegible]. However, such employment will be extended to the end of the academic semester in which the twelve-month extension concludes. [illegible] of employment of a grievant shall be governed by the terms of the procedure under which the original grievance was brought. Members of the bargaining unit shall be entitled to extensions of employment pursuant to this Agreement only for grievances originally** brought under this procedure, subject only to renegotiation of this provision in a successor agreement.

> *The provision of twelve months applies only to those grievants to whom, according to University Regulations, notice of twelve months is due. For grievants to whom notice of three months or six months is due by University Regulation, the extension shall be for three or six months, as appropriate to the Regulation, extended to the end of the academic semester in which the extension concludes.
>
> **By original grievance is meant that grievance, including one resolved informally, which has led to subsequent instructions to remand an evaluation.

In accepting this extension of employment, the grievant, the AAUP, and the University agree that such employment will not constitute the basis of any claim to tenure based on length of service.

D. A grievant shall not be evaluated while an Article X grievance is pending.

VII. Time Limits

1. An individual who intends to file a grievance under this procedure must so notify the Vice President for University Personnel within 30 working days of receipt of notice from the dean that his/her reappointment/promotion packet is available in the dean's office. Within 45 working days of the date of the letter of intent to file or on the second Monday in September, whichever is sooner, the initial grievance statement must be filed.

2. For the purpose of this procedure, "working days" are all days on which the administrative offices of the University are officially open for business as specified in the administrative calendar.

3. Grievances submitted from New Brunswick shall be delivered to the Office of the Vice President for University Personnel, in which case the delivery date will establish the timeliness of the filing. Grievances submitted from the Camden and Newark Campuses as well as other locations outside New Brunswick shall be sent by United States

[illegible] for University Personnel in which case the [illegible] the timeliness of filing.

[illegible] of any of the time limits specified in this [illegible] may be granted only by mutual agreement of the [illegible] the AAUP.

[illegible] XI - TEACHING ASSISTANT/GRADUATE ASSISTANT PERSONNEL GRIEVANCE PROCEDURE

[illegible] under this Article XI is defined as any claimed violation of [illegible] regulations or this Agreement or established policy or practice [illegible] of Teaching Assistants/Graduate Assistants, and excludes [illegible] procedures and the matters grievable under their terms.

[illegible] the grievance procedure, the grievant may request [illegible] appointed representative. A maximum of two such [illegible] at any one time.

[illegible] designed to expedite the resolution of problems which [illegible] reappointment of Graduate Assistants and Teaching [illegible]

[illegible] described below, the following conditions should be [illegible]

[illegible] Assistant or Graduate Assistant, hereinafter referred to [illegible] be accompanied by an observer and may be assisted [illegible] in presenting the case.

[illegible] prescribed for decision-making may be extended at any [illegible] agreed upon in writing by the parties.

[illegible] proceedings will be confidential.

[illegible] shall present the grievance to his or her [illegible] (10) working days after knowledge of the [illegible] of which the grievance arises. In the case of [illegible] usually will be the professor in charge of the [illegible] Assistant, it will be the director of the research [illegible] is working. Five (5) working days from initial [illegible] allowed for effective resolution.

[illegible] resolution is not achieved at step 1, the grievant shall [illegible] to the chairperson of the department, or designee, [illegible] which he or she is employed. Five (5) working days from initial [illegible] presentation will be allowed for effective resolution.

Step 3 - If resolution is not achieved at the earlier, informal steps, [illegible] grievant shall submit the appeal, in writing, to the dean or director of the academic unit. Concurrently, a copy of the appeal shall be sent to the AAUP and to the Director, Office of Employment Counsel. Ten (10) working days from receipt of the written appeal will be allowed for effective resolution.

Step 4 - If the grievant does not achieve resolution at the [illegible] step, his or her case then should be presented to an Appeals [illegible] (appointed for a one-year term) to be comprised of [illegible] University-employed graduate students selected by AAUP and [illegible] University representatives selected by the Vice President for Academic Affairs. The Committee should be allowed twenty (20) working days calculated from the date of its receipt of the case in dispute. Upon completion of its work, the Committee shall present its recommendation to the Vice President for University Personnel. The Vice President shall have twenty (20) working days following receipt of the Committee's report to accept, reject, or otherwise modify the recommendations. The Vice President for University Personnel shall be deemed to have accepted the recommendations of the Appeals Committee if he/she takes no action within the prescribed period.

XII - TEACHING ASSISTANTS/GRADUATE ASSISTANTS

1. Notice of Reappointment

All currently employed Teaching Assistants and Graduate Assistants shall be notified of their status for the coming academic year on or before March 31. Said notification shall be either 1) reappointment, 2) non-reappointment, 3) waiting list, with [illegible] contingent upon the availability of funding [illegible] meeting other [illegible] established and announced criteria. A Teaching Assistant or Graduate Assistant [illegible] whether first or second reappointment [illegible] provided in 2) above, may request in [illegible] explanation in writing of the [illegible] in which a Teaching Assistant or [illegible] list, he/she shall be notified as to [illegible]. Individual contract letters [illegible] Graduate Assistants upon appointment

[illegible]

[illegible] Assistants and [illegible] Assistants shall be notified on or before [illegible] of their assignment for the coming year. It is [illegible] changes may require modification of [illegible]

[illegible] A Teaching Assistant or Graduate Assistant with a standard appointment [illegible] of fifteen clock hours per week, or [illegible] appointment is less than standard.

XIII - PROMOTION AND REAPPOINTMENT PACKET

[illegible] University will furnish to the AAUP each year, at least 10 working [illegible] to distribution, a copy of all material contained in the promotion [illegible] packet forms.

XIV - FACULTY REAPPOINTMENT/PROMOTION

[illegible] Each faculty member who is to be considered for reappointment or [illegible] shall be notified by the department chairperson at least thirty [illegible] days in advance that said consideration shall take place.

[illegible] A faculty member may request of the department chairperson that he/she [illegible] evaluated for promotion. The request shall be granted for tenured members of the faculty who have been at least six years in rank and have [illegible] been evaluated for promotion or for tenure for at least four years. [illegible] evaluation shall be carried through each level of review, including [illegible] Promotion Review Committee, unless withdrawn by the candidate. [illegible] after the candidate signs Form 2 constitutes an evaluation for [illegible] purposes of this paragraph 1.b.

[illegible] department chairperson shall provide the faculty member with a [illegible] completed Recommendation Information Form. Within five (5) [illegible] receipt, the faculty member will sign and return the Form to [illegible] with its content, or, if there is a dispute between [illegible] chairperson as to the content of the Form which [illegible], the faculty member shall so indicate by [illegible] signature and attaching an explanation [illegible]

[illegible] may submit to the department chairperson any [illegible]/she wishes to have considered. The faculty [illegible] two copies of such materials and as many [illegible] published material as are necessary to enable [illegible] them to each department that comprises the [illegible] by the faculty member, of the documents [illegible] shall be attached to the promotion packet. [illegible] of the chairperson to circulate that list [illegible] submitted by the candidate, together with [illegible] subject to 1.e. below, to the appropriate [illegible]

[illegible] to include a lengthy unpublished [illegible] services, he/she may contact the Associate [illegible] School, Newark; the Associate Dean, Law [illegible] Manager, Faculty of Arts and Sciences, New [illegible] prior to the date on which copies are needed. [illegible] will be charged the prevailing rate for services so [illegible] cannot be provided, the candidate will be

e) If any document or documents, other than confidential outside letters of recommendation, the official reappointment/promotion forms, continuation pages added to these forms, reports of reading committees, supplements to confidential letters as provided in 1.h. below, and materials submitted by the candidate, are added to the promotion packet by an evaluative body, a copy of said document(s) shall be transmitted immediately to the candidate; the candidate shall have the right to submit a response or rebuttal within five (5) working days. The response [illegible] be directed to that level of the evaluation at which the added [illegible] was received and shall become a part of the promotion packet. Any documents that are (1) physically present during the evaluation and (2) specifically referred to during the deliberations of the evaluative body and (3) which a majority of the evaluative body agrees have a direct bearing on the evaluation must be added to the packet, in accordance with this procedure.

f) Subsequent to the commencement of the evaluation and prior to January 25, the department chairperson shall, upon request of the candidate, add to the packet evidence of a significant change in the status of materials originally submitted by the candidate if: 1) the chairperson concurs that a significant change has occurred; and 2) such change has occurred since the initiation of the evaluation. If there is a dispute between the candidate and the chairperson as to whether a significant change has occurred in the status of materials originally submitted by the candidate, the Office of the Provost shall make the final determination as to whether evidence of the change shall be added to the packet.

Such additions to the packet, as provided above, shall, in all instances, be submitted to the level of review at which the candidate is then being evaluated. However, if the addition occurs on or before [illegible], the addition to the packet shall also be circulated to each earlier level of review [illegible] earlier level may revise its evaluation [illegible] warranted by the addition. If the addition occurs [illegible] or before January 25, it shall not be [illegible] review, except the Dean and the [illegible] and/or the Promotion Review [illegible] made at that level should such [illegible] Promotion Review Committee to be [illegible]

[illegible] other materials or documents [illegible] the review process has commenced.

[illegible] outside letters of recommendation [illegible] Regulations and those documents [illegible] such as published student [illegible] similar documents, only those [illegible] XVIII), or those materials added [illegible] in conducting the review.

[illegible] confidential outside letters of [illegible] the weighting of promotional [illegible] letters of recommendation shall be [illegible] and their use restricted to evaluation of the faculty [illegible]

[illegible] the advice of their department chairperson before [illegible] qualified persons [illegible] he [illegible] give such advice [illegible]

[illegible] a list of persons [illegible] of evaluation not be solicited. [illegible] explanation for the inclusion of [illegible] of evaluation is solicited from an [illegible] on [illegible] the candidate's written explanation shall be [illegible]'s letter of recommendation. A department chair [illegible] at his/her discretion, also attach an explanation for his/her [illegible] to solicit a letter from the individual. Such attachments, [illegible] prepared by the candidate, the department chairperson, or the [illegible] shall be held, like the letters to which they refer, in confidence.

[illegible] candidate shall be notified of the departmental decision by the [illegible] chairperson in writing within five (5) days from the date such [illegible] made. The candidate will be notified in writing by the Dean or his [illegible] the final decision in the particular personnel action within ten [illegible] receipt of the knowledge that the final decision by the appropriate [illegible] has been made.

[illegible] faculty member who is appointed or reappointed shall be given a [illegible] of the conditions for consideration for future reappointment, [illegible] of non-reappointment. At the request of a faculty member a [illegible] the reasons for his/her non-reappointment or [illegible] shall be provided by the dean.

[illegible] hold temporary titles may be considered for other [illegible] with regular University practices and policies.

[illegible] the first year of service requiring recommendation for [illegible] the departmental process shall be initiated no later than the [illegible] semester of service and shall be completed in time to [illegible] date of notification as specified in University [illegible]

[illegible] first year of service, the departmental [illegible] at least one month prior to the required date [illegible]

[illegible] a good faith effort to transmit to the AAUP, [illegible] of final decision, written notice of each denial of [illegible], or [illegible] of full-time faculty.

[illegible] department chairperson will provide a member of the [illegible] of the current academic reappointment/promotion

XV - PROFESSIONAL DUTIES

The parties recognize that the University accomplishes a vari[illegible] academic and professional services including undergraduate, graduat[illegible] professional instruction, research and community service. The profe[illegible] duties required of the faculty shall be in accordance with the missi[illegible] University.

Individual workload assignments of members of the bargaining unit shal[illegible] consistent with the practice of their department, program, or unit.

Claims of inconsistency with such practices by members of the bargaining unit shall be grievable as a Category Two grievance under the contract grievance procedure (Article IX).

XVI - INFANT CARE LEAVE AND DISABILITY RESULTING FROM PREGNANCY

A. Short-term disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job-related purposes, treated like other short-term disabilities. After pregnancy, a member of the bargaining unit is entitled to a recuperative leave of up to three weeks, or a longer period if the bargaining unit member continues to be disabled. All employment policies and practices involving commencement and duration of leave, availability of extensions, accrual of seniority and other benefits and privileges, and reinstatement and payment, shall be applied to short-term disabilities due to the above causes as they are applied to other short-term disabilities of members of the bargaining unit.

The individual's department shall be responsible for closing ranks in accordance with normal practice.

B. Requests by a member of the bargaining unit for a leave of absence without pay for the purpose of caring for his/her child under one year of age may be made and granted in accordance with the provisions of Article XVII of this Agreement, with the following modifications:

1. A request for such leave shall specify that it is a leave under Article XVI and shall normally be made six months in advance.
2. The granting of such leaves shall be subject to the needs of the academic program and the necessary approvals as specified in Article XVII, except that a faculty member may appeal denial by the dean of a leave of absence without pay to the Vice President for University Personnel.
3. In the event that such a leave is taken for one semester, the faculty member may, at his/her option, have the entire year excluded from the probationary period. A written statement requesting exclusion of th

University and all records of personnel decisions affecting his or her compensation or employment status.

c. Materials assembled in accordance with University Regulations, practices and policies, or the terms of this Agreement concerning the evaluation, reappointment, promotion or tenure of each faculty member, with the exception of outside confidential letters of recommendation. Such materials shall be called Category C materials.

2. The University shall give notice to the faculty member within 15 days of addition of new material as defined in section c. to the official personnel file. Any member of the faculty may have access to all documents in his/her official personnel file, including internal evaluations related to the individual, and may add to those records such materials as the individual believes necessary to give a reasonable representation of the individual's record.

3. The personnel file described in section 1. above shall be available for examination by the faculty member who shall be entitled to review such personnel file at reasonable hours upon written request and to purchase copies of any or all materials contained therein.

4. When a personnel action has been initiated by a department or other appropriate body, access to the promotion forms related to that action will not be available to the faculty member until that personnel action has been completed.

5. No Category C material may be added to the official personnel file more than one year after its receipt by the academic officer to whom the material is originally directed except according to the procedure outlined below:

a. The academic officer who wishes to add the material shall provide an accompanying written explanation for the addition of the material after the one year period.

b. The faculty member shall have the opportunity to contest the addition of this material with the Dean.

c. The faculty member may appeal the decision of the Dean to the appropriate Provost.

6. If a faculty member alleges that material belonging in his/her personnel file, defined above, exists elsewhere, the faculty member may apply in writing to his/her Provost, requesting access to the material. This request must specify, to the best of the faculty member's knowledge, the nature of the material and its location within the University.

Within fifteen (15) working days of such request, the Provost or his/her designee shall respond by either:

a. Producing the material requested, or

b. Certifying in writing that, to the best of his/her knowledge the alleged material does not exist, or that it exists but does not belong [illegible] the faculty member's personnel file. Such certification shall be placed in the personnel file and shall serve to preclude the use of [illegible] material in any personnel action.

XIX - MISCELLANEOUS

[illegible] materials for the regular monthly public meeting of the Board of [illegible] be forwarded to the AAUP at the time they are distributed to the [illegible] Board of Governors with the following exceptions:

[illegible] All items related to personnel actions;

b. Items whose disclosure would be prejudicial to the interests of the University.

[illegible] Before being presented to the Board of Governors proposed changes in [illegible] Regulations, policies and/or practices affecting the terms and [illegible] of employment of the members of the bargaining unit shall first be [illegible] to the AAUP for negotiation.

[illegible] Section a. above shall be construed to require negotiations only as to [illegible] of such proposed changes that constitute mandatory subjects of [illegible] Disputes concerning the application of section 2a. and b. shall be [illegible] submission to the Public Employment Relations Commission under its [illegible] processes.

[illegible] agrees to pay one half of the printing and distributing costs of [illegible]. Said Agreement shall be printed in the University's Duplicating [illegible] facility and shall bear the AAUP logo on the cover of the contract.

[illegible] annual motor vehicle registration fee for employees wishing to [illegible] their vehicles for the use of surface campus parking facilities shall [illegible] 1% of the employee's annual salary.

XX - HEALTH AND SAFETY

[illegible] President and Treasurer or his/her designee together with [illegible] University Personnel or his/her designee will meet [illegible] to discuss employment-related health and safety [illegible]'s designees, if any, shall be administrative [illegible]

[illegible] are responsible for reporting health and safety [illegible] Dean or Director and to the Department of Radiation and [illegible] Health and Safety. Such reports shall be filed on the [illegible] Safety Report Form. The University is responsible for promptly forwarding a copy of each Health and Safety Report Form filed by members of the bargaining unit to the AAUP. The University is responsible for maintaining a supply of Health and Safety Report Forms in every University department where bargaining unit members are employed.

C. No bargaining unit member shall be required to work under conditions [illegible] there has been a determination, on a reasonable basis in fact, [illegible] conditions pose an immediate danger to health and safety. It [illegible] responsibility of the University to make such determinations as [illegible] possible.

D. Information

1. The AAUP may request from the University information concerning health and safety matters affecting bargaining unit members and the University shall provide the information requested.

2. In the event that the requested information is directly involved in pending litigation between the parties, the AAUP will not request the information under the procedure set forth in this Article, but may rely only on any rights it has pursuant to the pending litigation.

3. In the event that the requested information is directly involved in pending litigation between the University and any other party, then the AAUP and the University agree to limit access to the information to a designated official of the AAUP. Such official may not be a party to, or involved in the pending litigation. The designated official of the AAUP shall not disclose such information, either directly or indirectly, except in discussions with appropriate University officials and in arbitration procedures arising under Article IX of the Agreement. In the event it becomes necessary for the AAUP to disclose such information in an arbitration proceeding, the parties agree such arbitration shall be closed and the record thereof sealed. This provision shall not prevent the AAUP from discussing the information with its counsel.

4. When the AAUP requests health and safety information, it agrees to cooperate fully with the University in the acquisition of such information.

5. The University and the AAUP agree that when such a request for information will require significant expenditure of time and/or funds, the parties shall bear such costs equally.

E. When the University determines to remove asbestos from a building or a portion of a building in which members of the AAUP bargaining unit work (and usually prior to the development of specifications for the removal project), [illegible] shall inform the AAUP and, if the AAUP so requests, [illegible] with the AAUP to discuss the effect, if any, [illegible] bargaining unit members. The University shall [illegible] is awarded for asbestos removal and [illegible]

When asbestos is being removed from a portion of a building and members of

[illegible] continues to work in other portions of that
[illegible] shall forward to the AAUP promptly upon receipt
[illegible] independent safety monitor. In addition, the
[illegible] available to the AAUP promptly the results and
[illegible] sample tests,* if any, made by the Department of
[illegible] Health and Safety to monitor [illegible]
[illegible] is in progress.

[illegible] has been established by the University for reopening a
[illegible] members of the AAUP bargaining unit work, the University
[illegible] the AAUP. Results and descriptions of all test procedures
[illegible] to determine that the building is safe to reoccupy will be
[illegible] to the AAUP at least 5 working days before a building is
[illegible] by members of the AAUP bargaining unit.

XXI - UNIVERSITY PROCEDURES

[illegible] the AAUP agree that all members of the bargaining unit shall
[illegible], and shall be subject to, all terms and conditions of
[illegible] bargaining unit provided for in the University
[illegible] not provided for herein. During the life
[illegible] thereof, any change in the University
[illegible] that constitutes a change in terms and
[illegible] concept has been defined by law, of members of
[illegible].

[illegible] Article, applicable to Article IX, shall be

[illegible]ITIONS OF EMPLOYMENT

[illegible] year requires that the appointee be in
[illegible] September 1 to Commencement, or an equivalent
[illegible] unless excused by the appropriate academic

[illegible] sample tests are made, the descriptions of testing procedures shall
[illegible] number of tests, the location of tests, and, for each sample, the
[illegible]scopic analysis, the type of filter, the air flow, and the duration
[illegible]

Calendar Year Appointments

Appointees for the calendar year (July 1 - June 30) are expected to devote the entire year to their University duties with the exception of a vacation of one month.

Grievances arising under this Article, applicable to Article IX, shall be heard as Category Two grievances.

XXIII - OUT-OF-CYCLE SALARY ADJUSTMENTS

1. The University may, at its discretion, increase the salary of an individual member of the bargaining unit to respond to a bona fide outside offer or to provide immediate recognition for an unusual professional achievement. The University may also, at its discretion, increase the salary of a member of the bargaining unit when it believes that an outside offer is imminent because of recent distinguished professional achievements and other evidence.

When the University considers offering such an increase, the available tenured members of the individual's department shall be polled about the proposed increase and their recommendation shall be forwarded in writing to the dean.

When the University has determined to make such an increase, it shall inform the AAUP in writing and shall include a copy of the outside offer, or evidence of the imminence of an outside offer, or evidence of the unusual professional achievement. It shall also include the written recommendation from the department, with relevant documentation; the dean's recommendation, with relevant documentation; and the current and adjusted salary. The relevant documentation from the department shall include the results of the poll and any motion or report that accompanies the recommendation.

2. When the University wishes to increase the salary of a member or members of the bargaining unit [illegible] market conditions in a particular discipline or subdiscipline, it will provide the AAUP with documentation concerning the market [illegible] salaries of all bargaining unit members in that discipline [illegible]. The AAUP and the University will negotiate the upper [illegible] increases that may be available, at the discretion of the University, [illegible] members of the discipline or subdiscipline. Subsequent to the [illegible] of the negotiations, the University will inform the AAUP in writing of the [illegible] rank, and adjusted salary of each individual for whom an increase is to be made.

3. No salary increase given pursuant to this article shall remove a bargaining unit member from the appropriate negotiated salary tables.

4. This article is in effect only during the period of this Agreement and any extension thereof.

XXIV - NOTICE OF CHANGE OF PROMOTIONAL CRITERIA AND STANDARDS

When the University changes the promotional criteria and standards as [illegible] in Appendix D ("Policy with Respect to Academic Appointments and [illegible]") and Appendix E ("Weightings and their Assignment in Reappointment [illegible] Promotion Evaluation"), University Regulations, or written policies [illegible] by the President or a Vice President of the University it shall [illegible] the AAUP of the changes when they are promulgated.

XXV - TERM OF AGREEMENT

This agreement shall be effective from February 19, 1987 to June 30, 1989.

The parties may by mutual agreement continue the terms of the existing [illegible] beyond June 30, 1989. In this event, either party may terminate such [illegible] by thirty (30) days written notice to the other.

XXV - TERM OF AGREEMENT

This agreement shall be effective from February 19, 1987 to June 30, 1989.

The parties may by mutual agreement continue the terms of the existing agreement beyond June 30, 1989. In this event, either party may terminate such agreement by thirty (30) days written notice to the other.

FOR THE RUTGERS COUNCIL

Ted H. Smith

Anne S Benjamin

Judy Green

FOR RUTGERS UNIVERSITY

Susan A. Cole

Elizabeth Mitchell

DATE February 19 1987

APPENDIX A

ACADEMIC TITLES COVERED BY AAUP AGREEMENT

[illegible] Professor II
Research Professor II
Research Specialist II
Professor Law II
Lecturer (Professor II)
Extension Specialist (Prof II)
[illegible] Librarian I

[illegible] I

Research Professor I
Research Specialist I
Lecturer (Professor I)
Extension Specialist (Prof I)
Librarian I
Law Librarian II
Professor Law I
County Agent I (Professor I)
Physical Education Specialist (Prof I)
Other Academic (Prof I)

Associate Professor
Associate Research Specialist
Associate Research Professor
Associate Extension Specialist
[illegible] Associate Professor
[illegible] II
[illegible] Librarian III
Associate Professor Law
Lecturer (Associate Professor)
County Agent II
Physical Education Specialist II
Other Academic (Associate Prof)

[illegible] Professor
[illegible] Specialist
[illegible] Specialist
[illegible]
[illegible]
[illegible]
[illegible] Professor Law
Lecturer (Assistant Professor)
County Agent III
Physical Education Specialist III
Adjunct County Agent III
Other Academic (Assistant Prof)
Adjunct Lecturer (Asst Prof)

CODE		
A.T.	C.T.	
83000	83010	Instructor
95000	95010	Extension Associate
95040	95050	Research Associate
95060	95070	Lecturer (Instructor)
95080	95090	Librarian IV
95120	95130	Physical Education Instr.
95140	95150	County Agent IV
95200	95210	Other Acad (Instructor)
95220	95230	Adjunct Instructor
	95250	Adjunct Lecturer (Instr.)
95260	95270	Adjunct County Agent IV
84000	84010	Assistant Instructor
94000	94010	County Agent V
94020	94030	Librarian V
94100	94110	Other Acad (Asst Instr.)
94120	94130	Extension Assistant
94160	94170	Research Assistant
94180	94190	Lecturer (Asst Instr.)

SPECIAL PROFESSORIAL TITLES

OTHER TITLES COVERED BY AAUP AGREEMENT

99710	99712	Teaching Assistant I
99711	99713	Teaching Assistant II
99714	99715	Teaching Assistant III
99730	99732	Graduate Assistant I
99731	99733	Graduate Assistant II
99734	99735	Graduate Assistant III
99740	99742	Graduate Assistant I (TE)
99741	99743	Graduate Assistant II (TE)
99744	99745	Graduate Assistant III(TE)

APPENDIX B

RUTGERS, THE STATE UNIVERSITY, OFFICE OF UNIVERSITY ADMINISTRATION AND PERSONNEL

I. Academic Salaries Effective September 19, 1986

ASSISTANT INSTRUCTOR AY 84000

RANGE	STEP																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
[illegible]	[illegible]	[illegible]	17919	18071	18223	18374	18526	18678	18829	18981	19133	19285	19436	19588	19740	19891	20043	20195	20346	20498
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	18969	19128	19287	19446	19606	19765	19924	20084	20243	20402	20561	20721	20880	21039	21199	21358
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	19752	19919	20086	20253	20421	20588	20755	20922	21090	21257	21424	21591	21758	21925	22093	22260

RANGE	STEP																		
	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
[illegible]	[illegible]	[illegible]	[illegible]	21105	21257	21408	21560	21712	21863	22015	22167	22319	22470	22622	22774	22925	23077	23229	23380
[illegible]	21517	[illegible]	[illegible]	[illegible]	22154	22313	22473	22632	22791	22951	23110	23269	23428	23588	23747	23906	24066	24225	24384
[illegible]	22427	[illegible]	[illegible]	[illegible]	23097	23264	23431	23598	23766	23933	24100	24267	24435	24602	24769	24936	25104	25271	25438

ASSISTANT INSTRUCTOR CY 84010

RANGE	STEP																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	20230	20406	20582	20757	20933	21109	21284	21460	21635	21811	21986	22162	22338	22513	22689	22864	23040	23216	23391	23567
18	21059	21243	21428	21612	21796	21981	22165	22349	22534	22718	22903	23087	23271	23456	23640	23824	24009	24193	24378	24562
19	21929	22122	22316	22509	22703	22896	23090	23284	23477	23671	23864	24058	24252	24445	24639	24832	25026	25220	25413	25607

RANGE	STEP																		
	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
17	23742	23918	24094	24269	24445	24620	24796	24972	25147	25323	25498	25674	25850	26025	26201	26376	26552	26728	26903
18	24746	24931	25115	25299	25484	25668	25853	26037	26221	26406	26590	26775	26959	27143	27328	27512	27696	27881	28065
19	25800	25994	26188	26381	26575	26768	26962	27156	27349	27543	27736	27930	28124	28317	28511	28704	28898	29092	29285

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE SEPT 10, 1986

INSTRUCTOR AY [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	[illegible]	[illegible]	20512	20688	20864	21040	21216	21391	21567	21742	21918	22094	22269	22445	22620	22796	22972	23147	23323	23498
18	[illegible]	[illegible]	21360	21544	21728	21912	22097	22281	22466	22650	22834	23018	23203	23387	23571	23756	23940	24125	24309	24494
19	21860	[illegible]	22247	22441	22634	22828	23022	23216	23409	23603	23796	23990	24183	24377	24570	24764	24958	25151	25345	25538
20	22773	22977	23180	23383	23586	23790	23993	24196	24400	24603	24806	25009	25213	25416	25619	25823	26026	26229	26432	26636
21	23732	23945	24159	24372	24586	24799	25013	25226	25440	25653	25867	26080	26293	26507	26720	26934	27147	27361	27574	27788
22	24739	24963	25187	25411	25636	25860	26084	26308	26532	26756	26980	27204	27428	27652	27877	28101	28325	28549	28773	28997

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
17	23674	23849	24025	24201	24376	24552	24728	24903	25079	25254	25430	25606	25781	25957	26133	26308	26484	26659	26835
18	24678	24863	25047	25231	25416	25600	25784	25969	26153	26337	26522	26706	26891	27075	27259	27444	27628	27812	27997
19	25732	25926	26119	26313	26506	26700	26894	27087	27281	27474	27668	27862	28055	28249	28442	28636	28830	29023	29217
20	26839	27042	27246	27449	27652	27856	28059	28262	28466	28669	28872	29076	29279	29482	29685	29889	30092	30295	30499
21	28001	28214	28428	28641	28855	29068	29282	29495	29709	29922	30136	30349	30562	30776	30989	31203	31416	31630	31843
22	29221	29445	29669	29894	30118	30342	30566	30790	31014	31238	31462	31686	31911	32135	32359	32583	32807	33031	33255

INSTRUCTOR CY [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	27067
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	31291	31630	31768	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	32173	33438

RANGE STEP

[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE SEPT 10, 1986

ASSISTANT PROFESSOR AY [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
21	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	25163	25377	25590	25803	26017	26230	26444	26657	26871	27084	27297	27511	27724	27938	28151
22	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	26447	26671	26896	27120	27344	27568	27792	28016	28240	28464	28688	28912	29137	29361
23	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	27572	27807	28042	28276	28513	28748	28984	29219	29454	29689	29925	30160	30395	30631
24	27270	[illegible]	27764	[illegible]	[illegible]	[illegible]	[illegible]	29000	29246	29493	29741	29988	30235	30482	30729	30976	31223	31470	31717	31964
25	28438	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	30251	30511	30770	31030	31289	31548	31808	32067	32327	32586	32846	33105	33364
26	29660	[illegible]	[illegible]	[illegible]	[illegible]	31021	31294	31566	31839	32111	32383	32656	32928	33200	33473	33745	34017	34290	34562	34835

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
21	28365	28578	[illegible]	[illegible]	[illegible]	[illegible]	29646	29859	30072	30286	30499	30712	30926	31139	31353	31566	31780	31993	32206
22	29586	29810	[illegible]	[illegible]	[illegible]	[illegible]	30930	31154	31378	31602	31826	32050	32274	32498	32722	32946	33171	33395	33619
23	30868	31103	[illegible]	[illegible]	[illegible]	[illegible]	32278	32513	32749	32984	33219	33454	33690	33925	34160	34396	34631	34866	35102
24	32211	32458	[illegible]	[illegible]	[illegible]	[illegible]	33694	33941	34188	34435	34682	34929	35176	35423	35670	35917	36165	36412	36659
25	33624	33883	[illegible]	[illegible]	[illegible]	[illegible]	35180	35440	35699	35959	36218	36478	36737	36996	37256	37515	37775	38034	38294
26	35107	35379	[illegible]	[illegible]	[illegible]	[illegible]	36741	37014	37286	37558	37831	38103	38376	38648	38921	39193	39466	39738	40019

ASSISTANT PROFESSOR CY 80010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
24	27850	28097	28344	28592	28839	29086	29333	29580	29827	30074	30321	30568	30815	31063	31310	31557	31804	32051	32298	32545
25	29016	29275	29535	29794	30054	30313	30573	30832	31091	31351	31610	31870	32129	32389	32648	32908	33167	33427	33686	33946
26	30240	30512	30785	31057	31329	31602	31874	32147	32419	32692	32964	33236	33509	33781	34054	34326	34599	34871	35143	35416
27	31525	31811	32097	32383	32669	32955	33241	33527	33813	34099	34385	34671	34957	35243	35529	35815	36102	36388	36674	36960
28	32874	33174	33475	33776	34076	34376	34676	34976	35277	35577	35878	36178	36478	36779	37079	37379	37680	37980	38280	38581
29	34291	34606	34922	35237	35552	35868	36183	36498	36814	37129	37444	37760	38075	38391	38706	39021	39337	39652	39967	40283

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
24	32792	33039	33286	33534	33781	34028	34275	34522	34769	35016	35263	35510	35757	36004	36252	36499	36746	[illegible]	37240
25	34205	34464	34724	34983	35243	35502	35762	36021	36281	36540	36799	37059	37318	37578	37837	38097	[illegible]	[illegible]	38875
26	35688	35961	36233	36506	36778	37050	37323	37595	37868	38140	38413	38685	38957	39230	39502	39775	[illegible]	[illegible]	40592
27	37246	37532	37818	38104	38390	38676	38962	39248	39534	39820	40106	40392	40678	40964	41250	41536	[illegible]	[illegible]	42394
28	38881	39181	39482	39782	40082	40383	40683	40983	41284	41584	41884	42185	42485	42785	43086	43386	[illegible]	43987	44287
29	40598	40914	41229	41544	41860	42175	42490	42806	43121	43437	43752	44067	44383	44698	45013	45329	45644	45959	46275

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE SEPT 19, 1986

ASSOCIATE PROFESSOR AY 87000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
25	29105	29365	29624	29883	30143	30402	30662	30921	31181	31440	31700	31959	32219	32478	32737	32997	33256	33516	33775	34035
26	30329	30601	30874	31146	31419	31691	31964	32236	32508	32781	33053	33326	33598	33871	34143	34415	34688	34960	35233	35505
27	31614	31900	32186	32472	32758	33044	33330	33616	33902	34188	34475	34761	35047	35333	35619	35905	36191	36477	36763	37049
28	32963	33264	33564	33864	34165	34465	34765	35066	35366	35666	35967	36267	36568	36868	37168	37469	37769	38069	38370	38670
29	34380	34695	35011	35326	35642	35957	36272	36588	36903	37218	37534	37849	38165	38480	38795	39111	39426	39741	40057	40372
30	35868	36199	36530	36861	37192	37523	37855	38186	38517	38848	39179	39510	39841	40173	40504	40835	41166	41497	41828	42159

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
25	34294	34554	34813	35073	35332	35592	35851	36110	36370	36629	36888	37148	37408	37667	37927	38186	38446	38705	38964
26	35778	36050	36322	36595	36867	37140	37412	37685	37957	38229	38502	38774	39047	39319	39592	39864	40136	40409	40681
27	37335	37621	37907	38193	38479	38765	39051	39337	39623	39910	40196	40482	40768	41054	41340	41626	41912	42198	42484
28	38970	39271	39571	39871	40172	40472	40773	41073	41373	41674	41974	42274	42575	42875	43175	43476	43776	44076	44377
29	40688	41003	41318	41634	41949	42264	42580	42895	43211	43526	43841	44157	44472	44787	45103	45418	45734	46049	46364
30	42491	42822	43153	43484	43815	44146	44477	44808	45140	45471	45802	46133	46464	46795	47127	47458	47789	48120	48451

ASSOCIATE PROFESSOR CY 87010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	33680	33980	34280	34581	34881	35181	35482	35782	36082	36383	36683	36983	37284	37584	37884	38185	38485	38785	39086	[illegible]
29	35066	35382	35697	36012	36328	36643	36958	37274	37589	37905	38220	38535	38851	39166	39481	39797	40112	40428	40743	[illegible]
30	36554	36885	37216	37547	37879	38210	38541	38872	39203	39534	39865	40196	40527	40858	41190	41521	41852	42183	42514	[illegible]
31	38118	38465	38813	39160	39508	39856	40203	40551	40898	41246	41594	41941	42289	42636	42984	43331	43679	44026	44374	[illegible]
32	39756	40121	40486	40851	41216	41581	41946	42311	42677	43042	43407	43772	44137	44502	44867	45232	45597	[illegible]	[illegible]	[illegible]
33	41478	41861	42245	42628	43011	43395	43778	44161	44545	44928	45311	45694	46078	46461	46845	47228	47611	[illegible]	[illegible]	[illegible]

RANGE	STEP [illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	27	28	29	30	31	32	33	34	35	36	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	41788	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	44198	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	44212	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	46157	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	51073	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	54041	[illegible]	[illegible]	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE SEPT 19, 1986

PROFESSOR I AY 00000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
[illegible]	36780	37111	37443	37774	38105	38436	38767	39098	39429	39761	40092	40423	40754	41085	41416	41748	42079	42410	42741	43072
[illegible]	38342	38690	39038	39385	39733	40081	40429	40776	41124	41472	41819	42167	42515	42863	43210	43558	43906	44253	44601	44949
[illegible]	39982	40348	40713	41078	41443	41808	42173	42538	42903	43268	43633	43999	44364	44729	45094	45459	45824	46189	46554	46919
[illegible]	41705	42088	42471	42855	43238	43621	44005	44388	44772	45155	45538	45922	46305	46688	47072	47455	47838	48222	48605	48988
[illegible]	43513	43915	44318	44721	45123	45526	45928	46331	46733	47136	47538	47941	48343	48746	49148	49551	49953	50356	50758	51161

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
30	43403	43735	44066	44397	44728	45059	45390	45722	46053	46384	46715	47046	47377	47708	48040	48371	48702	49033	49364
31	45297	45644	45992	46340	46688	47035	47383	47731	48078	48426	48774	49122	49469	49817	50165	50512	50860	51208	51556
32	47285	47650	48015	48380	48745	49110	49475	49840	50205	50570	50936	51301	51666	52031	52396	52761	53126	53491	53856
33	49372	49755	50139	50522	50905	51289	51672	52055	52439	52822	53205	53589	53972	54356	54739	55122	55506	55889	56272
34	51563	51966	52368	52771	53174	53576	53979	54381	54784	55186	55589	55991	56394	56796	57199	57601	58004	58406	58809

PROFESSOR I CY 00010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
33	42429	42813	43196	43580	43963	44346	44730	45113	45496	45880	46263	46646	47030	47413	47797	48180	48563	48947	49330	49713
34	44238	44640	45043	45445	45848	46250	46653	47056	47458	47861	48263	48666	49068	49471	49873	50276	50678	51081	51483	51886
35	46137	46559	46982	47404	47827	48250	48672	49095	49518	49940	50363	50786	51208	51631	52054	52476	52899	53322	53744	54167
36	48130	48574	49018	49462	49905	50349	50793	51237	51681	52124	52568	53012	53456	53899	54343	54787	55231	55675	56118	56562
37	50224	50690	51156	51621	52087	52553	53019	53485	53951	54417	54883	55349	55815	56281	56747	57213	57679	58145	58611	59077

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
33	50097	50480	50863	51247	51630	52014	52397	52780	53164	53547	53930	54314	54697	55080	55464	55847	56231	56614	56997
34	52288	52691	53094	53496	53899	54301	54704	55106	55509	55911	56314	56716	57119	57521	57924	58326	58729	59131	59534
35	54590	55012	55435	55858	56280	56703	57126	57548	57971	58394	58816	59239	59662	60084	60507	60930	61352	61775	62198
36	57006	57450	57894	58337	58781	59225	59669	60113	60556	61000	61444	61888	62332	62775	63219	63663	64107	64551	64994
37	59543	60009	60475	60941	61407	61873	62339	62805	63271	63737	64203	64669	65135	65601	66067	66533	66999	67465	67931

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE SEPT 19, 1986

PROFESSOR II AY 00000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
37	50578	51044	51510	51976	52442	52908	53374	53840	54306	54772	55239	55705	56171	56637	57103	57569	58035	58501	58967	59433
38	52776	53266	53755	54244	54734	55223	55712	56202	56691	57181	57670	58159	58649	59138	59627	60117	60606	61095	61585	62074
39	55085	55598	56112	56626	57140	57654	58168	58681	59195	59709	60223	60737	61250	61764	62278	62792	63306	63820	64333	64847

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
37	59899	60365	60831	61297	61763	62229	62695	63161	63627	64093	64560	65026	65492	65958	66424	66890
38	62563	63053	63542	64031	64521	65010	65500	65988	66478	66968	67457	67946	68436	68925	69414	69904
39	65361	65875	66389	66902	67416	67930	68444	68958	69472	69986	70499	71013	71527	71758		

PROFESSOR II CY 00010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
40	58023	58562	59102	59641	60181	60720	61259	61799	62338	62878	63417	63956	64496	65035	65575	66114	66653	67193	67732	68272
41	60567	61134	61700	62267	62833	63399	63966	64532	65098	65665	66231	66797	67364	67930	68497	69063	69629	70196	70762	71328
42	63239	63834	64430	65023	65618	66212	66807	67402	67996	68591	69186	69781	70375	70970	71565	71758				

RANGE	STEP 21	22	23	24	25	26	27
40	68811	69350	69890	70430	70969	71508	71758
41	71758						

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE SEPT 10, 1986

ASSISTANT PROFESSOR LAW 96140,96180

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	33130	33432	33733	34033	34333	34634	34934	35234	35535	35836	36136	36436	36736	37036	37337	37637	37937	38238	38538	38839
29	34549	34864	35179	35495	35810	36125	36441	36756	37072	37387	37702	38018	38333	38648	38964	39279	39595	39910	40225	40541
30	36036	36367	[illegible]	37030	37361	37692	38023	38354	38685	39016	39348	39679	40010	40341	40672	41003	41334	41666	41997	42328
31	37598	37946	[illegible]	38641	38989	39337	39684	40032	40380	40727	41075	41423	41771	42118	42466	42814	43161	43509	43857	44204
32	[illegible]	[illegible]	[illegible]	[illegible]	40699	41064	41429	41794	42159	42524	42889	43254	43619	43984	44349	44714	45080	45445	45810	46175
33	40960	41344	41727	42110	42494	42877	43260	43644	44027	44410	44794	45177	45560	45944	46327	46710	47094	47477	47860	48244

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
28	39139	39439	39740	[illegible]	40340	40641	40941	41241	41542	41842	42142	42443	42743	43043	43344	43644	43945	44245	44545
29	40856	41171	41487	[illegible]	42117	42433	42748	43064	43379	43694	44010	44325	44640	44956	45271	45587	45902	46217	46533
30	42659	42990	43321	[illegible]	[illegible]	44315	44646	44977	45308	45639	45970	46302	46633	46964	47295	47626	47957	48288	48620
31	44552	44899	[illegible]	[illegible]	[illegible]	46291	46638	46986	47334	47681	48029	48377	48724	49072	49420	49768	50115	50463	50811
32	46540	46905	47270	[illegible]	48001	48366	48731	49096	49461	49826	50191	50556	50921	51286	51651	52016	52381	52746	53111
33	48627	49010	49394	49777	50160	50544	50927	51310	51694	52077	52460	52844	53227	53610	53994	54377	54760	55144	55527

ASSOCIATE PROFESSOR LAW 97140,97180

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
31	38228	38576	38924	39272	39619	39967	40315	40662	41010	41358	41705	42053	42401	42749	43096	43444	43792	44139	44487	44835
32	39869	40234	40599	40964	41329	41694	42059	42424	42789	43154	43519	43885	44250	44615	44980	45345	45710	46075	46440	46805
33	41591	41974	42357	42741	43124	43507	43891	44274	44657	45041	45424	45807	46191	46574	46958	47341	47724	48108	48491	48874
34	43399	43801	44204	44606	45008	45411	45814	46217	46619	47022	47424	47827	48229	48632	49034	49437	49839	50242	50644	51047
35	45297	45720	46143	46566	46989	47411	47833	48256	48679	49101	49524	49947	50369	50792	51215	51637	52060	52482	52905	53328
36	47291	47735	48179	48622	49066	49510	49954	50398	50841	51285	51729	52173	52616	53060	53504	53948	54392	54835	55279	55723

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
31	45183	45530	45878	46226	46573	46921	47269	47617	47964	48312	48660	49007	49355	49703	50050	50398	50746	51094	51441
32	47170	47535	47901	48266	48631	48996	49361	49726	50091	50456	50821	51186	51552	51917	52282	52647	53012	53377	53742
33	49258	49641	50024	50408	50791	51174	51558	51941	52324	52708	53091	53474	53858	54241	54624	55008	55391	55775	56158
34	51449	51852	52254	52657	53060	53462	53864	54267	54669	55072	55474	55877	56279	56682	57084	57487	57889	58292	58694
35	53750	54173	54596	55018	55441	55864	56286	56709	57131	57554	57977	58399	58822	59245	59667	60090	60513	60935	61358
36	56167	56610	57054	57498	57942	58385	58829	59273	59717	60161	60604	61048	61492	61936	62379	62823	63267	63711	64154

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE SEPT 19, 1986

PROFESSOR I LAW- 88160,88170

RANGE	STEP																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
34	44349	44751	45154	45556	45959	46361	46764	47166	47569	47971	48374	48776	49179	49581	49984	50386	50789	51191	51594	51996
35	46247	46669	47092	47515	47938	48360	48783	49206	49628	50051	50474	50896	51319	51742	52164	52587	53010	53432	53855	54278
36	48241	48685	49129	49572	50016	50460	50904	51347	51791	52235	52679	53122	53566	54010	54454	54898	55341	55785	56229	56673
37	50334	50800	51266	51732	52198	52664	53130	53596	54062	54528	54994	55460	55926	56392	56858	57324	57790	58256	58722	59188
38	52532	53021	53511	54000	54489	54978	55466	55957	56445	56935	57425	57914	58403	58893	59382	59871	60360	60850	61339	61828
39	54840	55354	55867	56381	56895	57408	57922	58436	58950	59464	59977	60491	61005	61518	62032	62546	63060	63573	64087	64601

RANGE	STEP																		
	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
34	52399	52801	53204	53607	54009	54412	54814	55217	55619	56022	56424	56827	57229	57632	58034	58437	58839	59242	59644
35	54700	55123	55545	55968	56391	56813	57236	57659	58081	58504	58927	59349	59772	60195	60617	61040	61463	61886	62308
36	57116	57560	58004	58448	58892	59336	59779	60223	60667	61110	61554	61998	62442	62886	63329	63773	64217	64661	65104
37	59654	60119	60585	61051	61517	61983	62449	62915	63381	63847	64313	64779	65245	65711	66177	66643	67109	67575	68041
38	62317	62807	63296	63785	64275	64764	65253	65742	66232	66721	67210	67699	68189	68678	69167	69656	70146	70635	71124
39	65115	65628	66142	66656	67170	67683	68197	68711	69224	69738	70252	70766	71279	71793	72307	72821	73334	73848	74362

PROFESSOR II LAW 88040,88050

RANGE	STEP																			
	1	[illegible]	[illegible]	4	5	6	7	8	9	10	11	12	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
38	[illegible]	[illegible]	[illegible]	54726	55215	55704	56193	56683	57172	57661	58150	58640	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
39	[illegible]	[illegible]	[illegible]	57107	57621	58134	58648	59162	59675	60189	60703	61217	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
40	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	61226	61760	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
41	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	63832	64400	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
42	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	66176	66773	67369	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RANGE [illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE SEPT 19, 1986

[illegible] PROFESSIONAL TITLES

GRADE STEP

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
[illegible]	72720	73314	73909	74504	75099	75693	76288	76883	77478	78072	78667	79262	79856	80451	81046	81640	82235	82830	83425

GRADE STEP

[illegible]	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
[illegible]	84614	[illegible]	[illegible]	[illegible]	86993	87587	88182	88777	89371	89966	90561	91156	91750	92345	92940

APPENDIX C

RUTGERS, THE STATE UNIVERSITY, OFFICE OF UNIVERSITY ADMINISTRATION AND PERSONNEL

I. Academic Salaries Effective July 1, 1987

ASSISTANT [illegible] [illegible]

RANGE STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	[illegible]	[illegible]	[illegible]	[illegible]	18678	18834	18990	19146	19300	19456	19611	19767	19922	20078	20233	20389	20544	20700	20855	21011
15	[illegible]	[illegible]	19110	19276	19443	[illegible]	19766	19933	[illegible]	[illegible]	20422	[illegible]	20749	20912	21075	21238	21402	21565	21728	21892
16	[illegible]	[illegible]	[illegible]	20074	[illegible]	20417	20588	20760	20931	21103	21274	21446	21617	21788	21960	22131	22303	22474	22646	22817

RANGE STEP	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
14	21166	[illegible]	21477	[illegible]	21788	21944	[illegible]	22255	22410	22566	22721	22876	23032	23187	23343	23498	23654	23809	23965
15	[illegible]	22218	[illegible]	22545	22708	22871	23035	23198	23361	23524	23688	23851	24014	24177	24341	24504	24667	24831	24994
16	[illegible]	23160	23331	23503	23674	23846	24017	24188	24360	24531	24703	24874	25046	25217	25388	25560	25731	25903	26074

ASSISTANT INSTRUCTOR CY 84810

RANGE STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	21816	21996	22176	22356	22536	22716	[illegible]	23076	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	24156
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	22718	[illegible]	23097	23286	23475	[illegible]	[illegible]	24042	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	24064	24263	24461	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	27	28	29	30	31	32	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
17	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	25416	25596	25776	25956	26136	26316	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	26121	[illegible]	[illegible]	[illegible]	26877	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	27044	[illegible]	[illegible]	[illegible]	[illegible]	28033	28231	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1987

INSTRUCTOR AY [illegible]

RANGE STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	21388	21568	21748	21928	22108	22288	22468	22648	22828	23008	23188	23368	23548	23728	23908	24088
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	22271	22460	22649	22838	23027	23216	23405	23594	23783	23972	24161	24350	24539	24728	24917	25106
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	23200	23399	23597	23796	23994	24193	24391	24589	24788	24986	25185	25383	25582	25780	25979	26177
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	24176	24384	24593	24801	25010	25218	25426	25635	25843	26051	26260	26468	26676	26885	27093	27301
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	25201	25410	25638	25857	26076	26294	26513	26732	26951	27170	27388	27607	27826	28045	28263	28482
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	26277	26507	26736	26966	27196	27425	27655	27884	28114	28344	28573	28803	29033	29263	29492	29722

RANGE STEP	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	25168	25348	25528	25708	25888	26068	26248	26428	26608	26788	26968	27148	27328	27508
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	26051	26240	26429	26618	26807	26996	27185	27374	27563	27752	27941	28130	28319	28508	28697
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	27169	27368	27566	27764	27963	28161	28360	28558	28757	28956	29154	29352	29551	29749	29947
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	28343	28552	28760	28968	29177	29385	29593	29802	30010	30219	30427	30636	30844	31052	31260
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	29576	29795	30014	30232	30451	30670	30889	31108	31326	31546	31764	31983	32201	32420	32639
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	30871	31100	31330	31560	31790	32019	32249	32479	32708	32938	33168	33398	33627	33857	34087

INSTRUCTOR CY [illegible]

RANGE STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
20	23786	23994	24202	24410	24619	24827	25035	25244	25452	25661	25869	26077	26286	26494	26702	26911	27119	27327	27536	27744
21	24768	24987	25206	25424	25643	25862	26081	26300	26518	26737	26956	27175	27393	27612	27831	28050	28268	28487	28706	28925
22	25797	26027	26257	26488	26718	26946	27176	27406	27636	27867	28097	28327	28557	28786	29016	29246	29476	29705	29935	30165
23	26884	27125	27366	27607	27848	28090	28331	28572	28813	29054	29296	29537	29778	30019	30260	30501	30743	30984	31225	31466
24	28021	28275	28528	28781	29034	29288	29541	29794	30047	30301	30554	30807	31060	31314	31567	31820	32073	32327	32580	32833
25	29216	29482	29748	30014	30280	30546	30811	31077	31343	31609	31875	32141	32407	32673	32939	33205	33471	33736	34002	34268

RANGE STEP	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
20	27952	28161	28369	28577	28786	28994	29202	29411	29619	29828	30036	30244	30453	30661	30869	31078	[illegible]	31494	31703
21	29144	29362	29581	29800	30019	30237	30456	30675	30894	31112	31331	31550	31769	31988	32206	[illegible]	[illegible]	32863	[illegible]
22	30394	30624	30854	31083	31313	31543	31772	32002	32232	32462	32691	32921	33151	33380	33610	[illegible]	[illegible]	[illegible]	[illegible]
23	31707	31948	32189	32431	32672	32913	33155	33396	33637	33878	34119	34361	34602	34843	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
24	33086	33340	33593	33846	34099	34353	34606	34859	35112	35366	35619	35872	36125	36379	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
25	34534	34800	35066	35332	35598	35864	36130	36396	36661	36927	37193	37459	37725	37991	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1987

ASSISTANT [illegible] AY 80000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
21	24698	24917	25136	25355	25573	25792	26011	26230	26448	26667	26886	27105	27324	27542	27761	27980	28199	28417	28636	28855
22	25730	[illegible]	[illegible]	26419	26649	26879	27109	27338	27568	27798	28027	28257	28487	28716	28946	29176	29405	29635	29865	30095
23	26814	[illegible]	[illegible]	[illegible]	27779	28020	28261	28502	28743	28985	29226	29467	29708	29949	30190	30432	30673	30914	31156	31397
24	27951	[illegible]	[illegible]	28711	28964	29218	29471	29724	29978	30231	30484	30737	30991	31244	31497	31750	32004	32257	32510	32763
25	29146	[illegible]	[illegible]	[illegible]	30210	30476	30742	31007	31273	31539	31805	32071	32337	32603	32869	33135	33401	33667	33933	34199
26	30400	[illegible]	[illegible]	31238	31517	31796	32076	32355	32634	32913	33193	33472	33751	34030	34309	34589	34868	35147	35426	35706

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
21	29074	29293	29511	29730	29949	30168	30386	30605	30824	31043	31261	31480	31699	31918	32137	32356	32574	32793	33012
22	30324	30554	30784	31014	31243	31473	31703	31932	32162	32392	32622	32851	33081	33311	33540	33770	34000	34229	34459
23	31638	31879	32120	32361	32602	32844	33085	33326	33567	33808	34049	34291	34532	34773	35014	35255	35497	35738	35979
24	33017	33270	33523	33776	34030	34283	34536	34789	35043	35296	35549	35802	36056	36309	36562	36815	37069	37322	37575
25	34464	34730	34996	35262	35528	35794	36060	36326	36592	36858	37124	37390	37656	37921	38187	38453	38719	38985	39251
26	35985	36264	36543	36822	37102	37381	37660	37939	38218	38498	38777	39056	39335	39614	39894	40173	40452	40731	41011

ASSISTANT PROFESSOR CY 80010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
24	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	29813	30066	[illegible]	30573	[illegible]	31078	31333	31586	31839	[illegible]	[illegible]	[illegible]	32852	33106	33359
25	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	31071	31337	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	34263	[illegible]	34794
26	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	35743	36022	36301
27	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	37884
28	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	39237	39545
29	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	40643	40967	41289

RANGE [illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1987

ASSOCIATE PROFESSOR AY 87600

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
25	[illegible]	[illegible]	[illegible]	30631	30866	31102	31429	31694	31960	32226	32492	32758	33024	33290	33556	33822	34088	34354	34620	34886
26	31067	[illegible]	[illegible]	[illegible]	32204	32483	32763	33042	33321	33600	33880	34159	34438	34717	34997	35276	35555	35834	36114	36393
27	[illegible]	[illegible]	[illegible]	[illegible]	33577	33870	34164	34457	34750	35043	35336	35630	35923	36216	36509	36802	37096	37389	37682	37975
28	[illegible]	[illegible]	[illegible]	34711	35019	35327	35635	35942	36250	36558	36866	37174	37482	37790	38097	38405	38713	39021	39329	39637
29	[illegible]	[illegible]	[illegible]	[illegible]	36533	36856	37179	37502	37826	38149	38472	38796	39119	39442	39765	40088	40412	40736	41058	41361
30	[illegible]	37104	37443	37783	38122	38461	38801	39140	39480	39819	40159	40498	40837	41177	41516	41856	42196	42535	42874	43213

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
25	35152	35418	[illegible]	[illegible]	[illegible]	36481	36747	37013	37279	37545	37811	38077	38343	38609	38875	39141	39407	39673	39939
26	36672	36951	[illegible]	[illegible]	[illegible]	38068	38347	38627	38906	39185	39464	39744	40023	40302	40581	40861	41140	41419	41698
27	[illegible]	[illegible]	[illegible]	[illegible]	39461	39754	40048	40341	40614	40927	41209	41494	41787	42080	42373	42666	42959	43253	43546
28	39946	40253	[illegible]	[illegible]	41176	41484	41792	42100	42408	42716	43023	43331	43639	43947	44255	44563	44871	45178	45486
29	41768	[illegible]	[illegible]	[illegible]	[illegible]	43321	43644	43968	44291	44614	44937	45261	45584	45907	46230	46554	46877	47200	47523
30	43553	43892	44232	44571	44910	45250	45589	45929	46268	46608	46947	47286	47626	47965	48305	48644	48984	49323	49662

ASSOCIATE PROFESSOR CY 87610

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	34491	34799	35106	35414	35722	36030	36338	36646	36954	37261	37569	37877	38185	38493	38801	39109	39416	39724	40032	40340
29	35943	36266	36589	36913	37236	37559	37882	38205	38529	38852	39175	39499	39822	40145	40468	40792	41115	41438	41761	42085
30	37469	37807	38146	38485	38825	39165	39504	39844	40183	40522	40862	41201	41541	41880	42220	42559	42899	43238	43577	43917
31	[illegible]	39425	39781	40138	40494	40851	41207	41563	41920	42276	42633	42989	43345	43702	44058	44415	44771	45127	45484	45840
32	40750	41124	41498	41872	42247	42621	42996	43369	43743	44118	44492	44866	45240	45614	45989	46363	46737	47111	47486	47860
33	42516	42908	43301	43694	44087	44479	44872	45265	45658	46051	46444	46837	47230	47623	48016	48409	48802	49195	49587	49980

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
28	40648	40956	41264	41572	41879	42187	42495	42803	43111	43419	43727	44034	44342	44650	44958	45266	45574	45882	46189
29	42408	42731	43054	43378	43701	44024	44348	44671	44994	45317	45641	45964	46287	46610	46934	47257	[illegible]	47903	48227
30	44256	44595	44935	45274	45614	45953	46293	46632	46971	47311	47650	47990	48329	48668	49008	49347	[illegible]	50026	50366
31	46196	46553	46909	47266	47622	47978	48335	48691	49048	49404	49760	50117	50473	50830	51186	51542	[illegible]	52255	52611
32	48234	48608	48982	49357	49731	50105	50479	50853	51228	51602	51976	52350	52724	53098	53473	[illegible]	[illegible]	54596	54970
33	50373	50766	51159	51552	51945	52338	52731	53124	53517	53910	54302	54695	55088	55481	55874	[illegible]	[illegible]	57053	57446

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1987

PROFESSOR I AY [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
30	37700	38039	38379	38718	39057	39397	39736	40076	40415	40755	41094	41434	41773	42112	42452	42791	43131	43470	43810	44149
31	39301	39657	40014	40370	40726	41083	41439	41796	42152	42508	42865	43221	43578	43934	44291	44647	45003	45360	45716	46073
32	40982	41356	41730	42105	42479	42853	43227	43602	43976	44350	44724	45099	45473	45847	46221	46595	46970	47344	47718	48092
33	42747	43140	43533	43926	44319	44712	45105	45498	45891	46284	46677	47070	47463	47856	48248	48641	49034	49427	49820	50213
34	44601	45013	45426	45838	46251	46664	47076	47489	47901	48314	48727	49139	49552	49964	50377	50790	51202	51615	52027	52440

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
30	44489	44828	45167	45507	45846	46186	46525	46865	47204	47543	47883	48222	48562	48901	49241	49580	49920	50259	50599
31	46429	46786	47142	47498	47855	48211	48568	48924	49280	49637	49993	50350	50706	51062	51419	51775	52132	52488	52844
32	48467	48841	49215	49589	49964	50338	50712	51086	51461	51835	52209	52583	52957	53332	53706	54080	54454	54829	55203
33	50606	50999	51392	51785	52178	52571	52964	53357	53750	54143	54536	54929	55321	55714	56107	56500	56893	57286	57679
34	52853	53265	53678	54090	54503	54916	55328	55741	56153	56566	56978	57391	57804	58216	58629	59041	59454	59867	60279

PROFESSOR I CY 80010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
33	43490	43883	44276	44669	45062	45455	45848	46241	46634	47027	47420	47813	48206	48599	48991	49384	49777	50170	[illegible]	[illegible]
34	45344	45756	46169	46582	46994	47407	47819	48232	48645	49057	49470	49882	50295	50707	51120	51533	51945	[illegible]	[illegible]	[illegible]
35	47290	47724	48157	48590	49023	49456	49889	50323	50756	51189	51622	52055	52489	52922	53355	53788	54222	[illegible]	[illegible]	[illegible]
36	49333	49788	50243	50698	51153	51608	52063	52518	52973	53427	53882	54337	54792	55247	55702	56157	56612	[illegible]	57521	57976
37	51479	51957	52434	52912	53390	53867	54345	54823	55300	55778	56255	56733	57211	57688	58166	58644	59121	[illegible]	60077	60554

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
33	[illegible]	[illegible]	[illegible]	[illegible]	52921	53314	53707	54100	54493	54886	55279	55672	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
34	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	56071	56484	56896	57309	57722	58134	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
35	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	58554	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
36	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	61161	61616	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
37	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1987

PROFESSOR II AY 00000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
37	51842	52320	52798	53276	53753	54231	54709	55186	55664	56142	56619	57097	57575	58053	58530	59008	59486	59963	60441	60919
38	54096	54597	55099	55601	56102	56604	57105	57607	58108	58610	59112	59613	60115	60616	61118	61620	62121	62623	63124	63626
39	56462	56988	57515	58042	58568	59095	59622	60148	60675	61202	61728	62255	62782	63308	63835	64362	64888	65415	65942	66468

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
37	61397	61874	62352	62830	63307	63785	64263	64740	65218	65696	66174	66651	67129	67607	68084	68562
38	64128	64629	65131	65632	66134	66635	67137	67638	68140	68642	69143	69645	70147	70648	71150	71651
39	66995	67522	68048	68575	69102	69628	70155	70682	71208	71735	72262	72788	73315	73540		

PROFESSOR II CY 00010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
40	59474	60026	60579	61132	61685	62238	62791	63344	63897	64450	65002	65555	66108	66661	67214	67767	68320	68873	69426	69978
41	62082	62662	63243	63823	64404	64984	65565	66145	66726	67306	67887	68467	69048	69628	70209	70789	71370	71951	72531	73112
42	64820	65429	66039	66649	67258	67868	68477	69087	69696	70306	70916	71525	72135	72744	73354	73540				

RANGE	STEP 21	22	23	24	25	26	27
40	70531	71084	71637	72190	72743	73296	73540
41	73540						

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1987

ASSISTANT PROFESSOR LAW 06140,06180

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	33960	34268	34576	34884	35192	35499	35807	36115	36423	36731	37039	37347	37654	37962	38270	38578	38886	39194	39502	39810
29	35412	35736	36058	36382	36705	37029	37352	37676	37999	38322	38646	38968	39291	39615	39938	40261	40584	40908	41231	41554
30	36937	37276	37616	37955	38295	38634	38974	39313	39652	39992	40331	40671	41010	41350	41689	42028	42368	42707	43047	43386
31	38538	38894	39251	39607	39964	40320	40676	41033	41389	41746	42102	42458	42815	43171	43528	43884	44240	44597	44953	45310
32	40219	40593	40968	41342	41716	42090	42464	42839	43213	43587	43961	44336	44710	45084	45458	45832	46207	46581	46956	47329
33	41984	42377	42770	43163	43556	43949	44342	44735	45128	45521	45914	46307	46700	47092	47485	47878	48271	48664	49057	49449

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
28	40117	40425	40733	41041	41349	41657	41965	42272	42580	42888	43196	43504	43812	44120	44427	44735	45043	45351	45658
29	41877	42201	42524	42847	43170	43494	43817	44140	44463	44787	45110	45433	45756	46080	46403	46726	47050	47373	47696
30	43725	44065	44404	44744	45083	45423	45762	46101	46441	46780	47120	47459	47798	48138	48477	48817	49156	49496	49835
31	45666	46022	46379	46735	47091	47448	47804	48161	48517	48873	49230	49586	49943	50299	50656	51012	51368	51725	52081
32	47703	48078	48452	48826	49200	49574	49949	50323	50697	51071	51446	51820	52194	52568	52942	53317	53691	54065	54439
33	49843	50236	50629	51021	51414	51807	52200	52593	52986	53379	53772	54165	54558	54951	55344	55737	56129	56522	56916

ASSOCIATE PROFESSOR LAW 07140,07180

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	41333	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	43111	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	51910	52323
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	57110

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1987

SPECIAL PROFESSIONAL TITLES

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
43	73928	[illegible]	75148	75757	76367	76976	77586	78196	78805	79415	80024	80634	81243	81853	82462	83072	[illegible]	84291	84901	85510

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
43	86120	86729	87339	87948	88558	89167	89777	90387	90996	91606	92215	92825	93434	94044	94654	95263

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1987

PROFESSOR I LAW [illegible],53170

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
34	45457	45870	[illegible]	46696	47108	47520	47933	48346	48758	49170	49583	49996	50408	50821	51233	51646	52059	52471	52884	53296
35	47403	47837	48270	48703	49136	49569	50003	50436	50869	51302	51736	52169	52602	53036	53469	53902	54336	54769	55201	55634
36	49446	49901	50356	50811	51266	51721	52176	52631	53086	53541	53996	54450	54905	55360	55815	56270	56725	57180	57635	58090
37	51592	52070	52549	53026	53503	53981	54458	54936	55413	55891	56368	56846	57324	57802	58279	58757	59234	59712	60190	60667
38	53845	54347	54848	55350	55851	56353	56854	57356	57857	58359	58860	59362	59863	60365	60866	61368	61869	62371	62872	63374
39	56211	56738	57264	57791	58317	58844	59370	59897	60424	60950	61477	62003	62530	63056	63583	64110	64636	65163	65689	66216

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
34	53709	54122	54534	54947	55360	55772	56184	56597	57010	57422	57835	58247	58660	59073	59485	59898	60310	60723	61136
35	56068	56501	56934	57367	57801	58234	58667	59100	59533	59967	60400	60833	61266	61699	62133	62566	62999	63432	63866
36	58544	58999	59454	59909	60364	60819	61274	61728	62183	62638	63093	63548	64003	64458	64913	65367	65822	66277	66732
37	61146	61622	62100	62578	63056	63533	64011	64488	64966	65443	65921	66399	66876	67354	67832	68309	68787	69264	69742
38	63875	64377	64878	65380	65881	66383	66884	67386	67887	68389	68890	69392	69893	70395	70896	71398	71899	72401	72902
39	66742	67269	67796	68322	68849	69375	69902	70428	70955	71482	72008	72535	73061	73588	74114	74641	75168	75694	76221

PROFESSOR II LAW [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	56586	57087	57588	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	59588	60114	60641	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
40	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	62263	62756	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
41	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	66110	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
42	[illegible]	[illegible]	[illegible]	[illegible]	67225	67833	68442	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RANGE	STEP [illegible]	[illegible]	[illegible]	[illegible]	[illegible]	26	27	28
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1987

[illegible] [illegible]ORIAL TITLES

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
43	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	76976	77586	78195	78805	79415	80024	80634	81243	81853	82462	83072	83681	84291	84901	85510

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	27	28	29	30	31	32	33	34	35	36
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	89777	90387	90996	91606	92215	92825	93434	94044	94654	95263

II. Academic Salaries Effective December 10, 1987

ASSISTANT [illegible] AY 84000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	[illegible]	[illegible]	18815	18974	19134	19293	19452	19612	19771	19930	20090	20249	20408	20567	20727	20886	21045	21204	21364	21523
15	[illegible]	19415	19582	19750	19917	20084	20251	20419	20586	20753	20920	21088	21255	21422	21590	21757	21924	22091	22258	22426
16	[illegible]	[illegible]	[illegible]	20564	20739	20915	21091	21266	21442	21617	21793	21969	22144	22320	22496	22671	22847	23022	23198	23373

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
14	21682	21842	22001	22160	22319	22479	22638	22797	22957	23116	23275	23434	23594	23753	23912	24072	24231	24390	24549
15	22593	22760	22927	23095	23262	23429	23596	23764	23931	24098	24265	24433	24600	24767	24934	25102	25269	25436	25603
16	23549	23725	23900	24076	24252	24427	24603	24778	24954	25130	25305	25481	25656	25832	26008	26183	26359	26534	26710

ASSISTANT INSTRUCTOR CY 84018

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	[illegible]	[illegible]	21611	21796	21980	22164	22348	22533	22717	22901	[illegible]	23270	[illegible]	[illegible]	[illegible]	[illegible]	24192	24376	24561	24745
18	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	23080	23273	23467	23660	23854	24048	24241	[illegible]	[illegible]	[illegible]	25016	25209	25403	[illegible]	25790
19	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	24041	24244	24448	24651	24854	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	26277	26481	[illegible]	26887

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
17	[illegible]	[illegible]	[illegible]	25483	25667	25851	26036	26220	26405	26589	26773	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	28064	28248
18	[illegible]	[illegible]	[illegible]	26565	26759	26952	27146	27339	27533	27726	27920	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	29275	29469
19	[illegible]	[illegible]	[illegible]	27700	27904	28107	28310	28513	28717	28920	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	30546	30749

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 10, 1987

INSTRUCTOR AY 80000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	21170	21355	21539	21723	21908	22092	22276	22461	22645	22830	23014	23198	23383	23567	23752	23936	24120	24305	24489	24673
[illegible]	[illegible]	[illegible]	22427	22621	22814	23008	23202	23396	23589	23782	23976	24169	24363	24557	24750	24944	25137	25331	25525	25718
[illegible]	[illegible]	[illegible]	23360	23563	23766	23970	24173	24376	24579	24783	24986	25189	25392	25596	25799	26002	26206	26409	26612	26815
[illegible]	[illegible]	[illegible]	24339	24553	24766	24979	25193	25406	25619	25833	26046	26260	26473	26687	26900	27114	27327	27540	27754	27967
[illegible]	[illegible]	[illegible]	25367	25591	25815	26039	26263	26488	26712	26936	27160	27384	27608	27832	28056	28280	28505	28729	28953	29177
[illegible]	[illegible]	[illegible]	26447	26682	26917	27153	27388	27623	27859	28094	28329	28564	28800	29035	29270	29506	29741	29976	30212	30447

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
17	[illegible]	25042	25227	25411	[illegible]	25780	25964	26148	26333	26517	26702	26886	27070	27255	27439	27623	27808	27992	28177
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	27073	27267	27461	27654	27848	28041	28235	28429	28622	28816	29009	29203	29397
[illegible]	[illegible]	[illegible]	27425	[illegible]	[illegible]	[illegible]	28238	28442	28646	28848	29051	29255	29458	29661	29865	30068	30271	30474	30678
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	29248	29461	29675	29888	30102	30315	30529	30742	30956	31169	31382	31596	31809	32023
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	30746	30970	31194	31418	31642	31866	32090	32315	32539	32763	32987	33211	33435
22	[illegible]	30918	31153	31388	31624	31859	32094	32330	32565	32800	33036	33271	33506	33741	33977	34212	34447	34683	34918

INSTRUCTOR CY 80010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
20	24366	24579	24792	25006	25219	25433	25646	25860	26073	26286	26500	26713	26927	27140	27354	27567	27780	27994	28207	28421
21	25372	25596	25820	26045	26269	26493	26717	26941	27165	27389	27613	27837	28062	28286	28510	28734	28958	29182	29406	29630
22	26430	26665	26900	27136	27371	27606	27841	28077	28312	28547	28782	29018	29253	29488	29724	29959	30194	30430	30665	30900
23	27530	27786	28033	28281	28528	28775	29022	29269	29516	29763	30010	30257	30504	30751	30998	31245	31492	31740	31987	32234
24	28705	28964	29224	29483	29742	30002	30261	30521	30780	31040	31299	31558	31818	32077	32337	32596	32856	33115	33374	33634
25	29928	30201	30473	30746	31018	31290	31563	31835	32108	32380	32652	32925	33197	33470	33742	34014	34287	34559	34832	35104

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
20	28634	28848	29061	29274	29488	29701	29915	30128	30342	30555	30768	30982	31195	31409	31622	31836	[illegible]	[illegible]	[illegible]
21	29854	30078	30303	30527	30751	30975	31199	31423	31647	31871	32095	32319	32544	32768	32992	33216	[illegible]	[illegible]	[illegible]
22	31136	31371	31606	31841	32077	32312	32547	32783	33018	33253	33489	33724	33959	34195	34430	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	32729	32976	33222	33469	33716	33963	34210	34457	34704	34952	35199	35446	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	34153	34412	34672	34931	35190	[illegible]	[illegible]	[illegible]	36228	36488	36747	37006	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	35921	36194	36466	36739	37011	37283	37556	37828	38100	38373	38645	38918	39190	39462	39735	40007	40280

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 10, 1987

ASSISTANT PROFESSOR AY [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
21	[illegible]	[illegible]	[illegible]	25973	26197	26421	26646	26869	27094	27318	27542	27766	27990	28214	28438	28662	28886	29111	29335	29559
22	[illegible]	[illegible]	[illegible]	27064	27299	27534	27770	28005	28240	28476	28711	28946	29182	29417	29652	29887	30123	30358	30593	30829
23	27469	27716	[illegible]	[illegible]	28456	28703	28950	29197	29444	29691	29938	30186	30433	30680	30927	31174	31421	31668	31915	32162
24	[illegible]	[illegible]	[illegible]	29412	29671	29930	30190	30449	30709	30968	31228	31487	31746	32006	32265	32525	32784	33044	33303	33562
25	29857	[illegible]	[illegible]	30674	30947	31219	31491	31764	32036	32308	32581	32853	33126	33398	33671	33943	34215	34488	34760	35033
26	31140	[illegible]	31714	[illegible]	32286	32572	32858	33144	33430	33716	34002	34288	34574	34860	35146	35432	35718	36004	36290	36576

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
21	29783	30007	30231	30455	30679	30903	31127	31352	31576	31800	32024	32248	32472	32696	32920	33144	33369	33593	33817
22	31064	31299	31535	31770	32005	32241	32476	32711	32947	33182	33417	33652	33888	34123	34358	34594	34829	35064	35300
23	32409	32656	32903	33151	33398	33645	33892	34139	34386	34633	34880	35127	35374	35621	35868	36115	36363	36610	36857
24	33822	34081	34341	34600	34860	35119	35378	35638	35897	36157	36416	36676	36935	37194	37454	37713	37973	38232	38492
25	35305	35577	35850	36122	36395	36667	36939	37212	37484	37757	38029	38301	38574	38846	39119	39391	39663	39936	40208
26	36862	37148	37434	37720	38006	38292	38578	38865	39151	39437	39723	40009	40295	40581	40867	41153	41439	41725	42011

ASSISTANT PROFESSOR CY 00010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	[illegible]	[illegible]	17	18	19	20
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	30540	30809	31060	31318	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	33913	34172
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	31828	32101	32374	32646	32916	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	35379	35643
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	33180	33466	33754	34040	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	36616	36901	37187
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	34603	34903	35203	35504	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	38207	38507	38806
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	36088	36410	36729	37041	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	39879	40194	40510
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	37651	37982	38313	38644	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	41626	41956	42297

[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 10, 1987

ASSOCIATE PROFESSOR AY [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
25	30560	[illegible]	[illegible]	31378	31650	31922	32195	32467	32740	33012	33285	33557	33829	34102	34374	34647	34919	35192	35464	35737
26	31846	[illegible]	[illegible]	32704	32990	33276	33562	33848	34134	34420	34706	34992	35278	35564	35850	36136	36422	36708	36994	37280
27	[illegible]	[illegible]	[illegible]	[illegible]	34396	34696	34997	35297	35596	35898	36198	36499	36799	37099	37400	37700	38000	38301	38601	38901
28	[illegible]	[illegible]	[illegible]	[illegible]	35873	36188	36504	36819	37134	37450	37765	38081	38396	38711	39027	39342	39657	39973	40288	40604
29	[illegible]	[illegible]	[illegible]	[illegible]	37424	37755	38086	38417	38748	39079	39410	39742	40073	40404	40735	41066	41397	41728	42060	42391
30	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	39400	39747	40095	40443	40790	41138	41486	41833	42181	42529	42877	43224	43572	43920	44267

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
25	36009	36281	[illegible]	[illegible]	37099	37371	37644	37916	38189	38461	38733	39006	39278	39551	39823	40095	40368	40640	40913
26	37566	37852	[illegible]	[illegible]	38711	38997	39283	39569	39855	40141	40427	40713	40999	41285	41571	41857	42143	42429	42715
27	39202	39502	[illegible]	[illegible]	40403	40704	41004	41304	41605	41905	42205	42506	42806	43106	43407	43707	44007	44308	44608
28	40919	41234	[illegible]	[illegible]	42180	42496	42811	43127	43442	43757	44073	44388	44703	45019	45334	45650	45965	46280	46596
29	42722	[illegible]	[illegible]	[illegible]	44047	44378	44709	45040	45371	45702	46033	46364	46696	47027	47358	47689	48020	48351	48682
30	44615	[illegible]	[illegible]	[illegible]	[illegible]	46354	46701	47049	47397	47744	48092	48440	48787	49135	49483	49831	50178	50526	50874

ASSOCIATE PROFESSOR [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	35332	35647	35963	36278	36593	36909	37224	37540	37856	38170	38486	38801	39116	39432	39747	40062	40378	40693	41009	41324
29	36819	37151	37482	37813	38144	38475	38806	39137	39468	39800	40131	40462	40793	41124	41455	41787	42118	42449	42780	43111
30	38381	38729	39077	39425	39772	40120	40468	40815	41163	41511	41858	42206	42554	42902	43249	43597	43945	44292	44640	44988
31	40022	40387	40752	41117	41482	41847	42212	42577	42942	43307	43672	44037	44403	44768	45133	45498	45863	46228	46593	46958
32	41744	42127	42510	42894	43277	43660	44044	44427	44810	45194	45577	45960	46344	46727	47110	47494	47877	48260	48644	49027
33	43552	43954	44357	44759	45162	45564	45967	46369	46772	47174	47577	47979	48382	48784	49187	49589	49992	50394	50797	51199

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
28	41639	41955	42270	42586	42901	43216	43532	43847	44162	44478	44793	45109	45424	45739	46055	46370	[illegible]	47001	47316
29	43442	43773	44105	44436	44767	45098	45429	45760	46091	46423	46754	47085	47416	47747	48078	48409	48741	49072	49403
30	45335	45683	46031	46379	46726	47074	47422	47769	48117	48465	48812	49160	49508	49855	50203	50551	[illegible]	51246	51594
31	47323	47688	48053	48418	48784	49149	49514	49879	50244	50609	50974	51339	51704	52069	52434	[illegible]	[illegible]	53530	53895
32	49410	49794	50177	50560	50944	51327	51710	52094	52477	52860	53244	53627	54010	54394	54777	[illegible]	[illegible]	55927	56310
33	51602	52004	52407	52809	53212	53614	54017	54419	54822	55224	55627	56029	56432	56834	57237	[illegible]	[illegible]	58444	58847

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 10, 1987

PROFESSOR I AY [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
30	38619	38967	39316	39662	40010	40358	40706	41053	41401	41749	42096	42444	42792	43140	43487	43835	44183	44530	44878	45226
31	40259	40624	40990	41355	41720	42085	42450	42815	43180	43546	43910	44276	44641	45006	45371	45736	46101	46466	46831	47196
32	41982	42365	42748	43132	43515	43898	44282	44665	45048	45432	45815	46198	46582	46965	47348	47732	48115	48498	48882	49265
33	43790	44192	44595	44997	45400	45803	46205	46608	47010	47413	47815	48218	48620	49023	49425	49828	50230	50633	51035	51438
34	45688	46111	46534	46957	47379	47802	48225	48647	49070	49492	49915	50338	50760	51183	51606	52028	52451	52874	53296	53719

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
30	45574	45921	46269	46617	46964	47312	47660	48008	48355	48703	49051	49398	49746	50094	50442	50789	51137	51485	51832
31	47561	47927	48292	48657	49022	49387	49752	50117	50482	50847	51213	51578	51943	52308	52673	53038	53403	53768	54133
32	49649	50032	50415	50799	51182	51566	51949	52332	52716	53099	53482	53866	54249	54632	55016	55399	55783	56166	56549
33	51840	52243	52646	53048	53451	53853	54256	54658	55061	55463	55866	56268	56671	57073	57476	57878	58281	58683	59086
34	54142	54564	54987	55410	55832	56255	56678	57100	57523	57946	58368	58791	59214	59636	60059	60481	60904	61327	61749

PROFESSOR I CY 88010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
33	44551	44953	45356	45758	46161	46564	46966	47368	47771	48174	48576	48979	49381	49784	50186	50589	50991	51394	51797	52199
34	46450	46873	47296	47718	48140	48563	48986	49408	49831	50254	50676	51099	51522	51944	52367	52790	53212	53635	54058	54480
35	48443	48887	49331	49776	50218	50662	51106	51550	51994	52437	52881	53325	53769	54213	54656	55100	55544	55988	56432	56875
36	50537	51003	51469	51935	52401	52867	53333	53799	54265	54731	55197	55663	56129	56594	57060	57526	57992	58458	58924	59390
37	52735	53224	53713	54203	54692	55181	55670	56160	56649	57138	57628	58117	58606	59095	59584	60073	60562	61053	61542	62031

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
33	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
34	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
35	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
36	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
37	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 10, 1987

PROFESSOR II AY 09000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
27	53107	53596	54085	54575	55064	55554	56043	56532	57022	57511	58000	58490	58979	59469	59958	60447	60937	61426	61915	62405
28	55415	55929	56443	56957	57470	57984	58498	59012	59526	60040	60553	61067	61581	62095	62609	63122	63636	64150	64664	65178
29	57839	58378	58918	59457	59997	60536	61076	61615	62155	62694	63234	63773	64313	64853	65392	65932	66471	67011	67550	68090

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
27	62894	63383	63873	64362	64851	65341	65830	66319	66809	67298	67787	68277	68766	69256	69745	70234
28	65692	66206	66719	67233	67747	68261	68775	69288	69802	70316	70830	71344	71857	72371	72885	73399
29	68629	69169	69708	70248	70787	71327	71866	72406	72945	73485	74024	74564	75103	75343		

PROFESSOR II CY 09010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
40	60924	61491	62057	62623	63190	63756	64322	64889	65455	66022	66588	67154	67721	68287	68853	69420	69986	70553	71119	71685
41	63596	64190	64785	65380	65974	66569	67164	67758	68353	68948	69543	70137	70732	71327	71921	72516	73111	73706	74300	74895
42	66401	67025	67650	68274	68899	69523	70147	70772	71396	72021	72645	73270	73894	74518	75143	75343				

RANGE	STEP 21	22	23	24	25	26	27
40	72252	72818	73384	73951	74517	75084	75343
41	75343						

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 10, 1987

ASSISTANT PROFESSOR LAW 96140,96150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	34790	35105	35420	35736	36050	36366	36681	36996	37311	37627	37942	38257	38573	38888	39204	39519	39834	40150	40465	40780
29	36276	36607	36938	37269	37601	37932	38263	38594	38926	39256	39587	39918	40250	40581	40912	41243	41574	41905	42237	42568
30	37838	38186	38533	38881	39229	39576	39924	40272	40620	40967	41315	41663	42010	42358	42706	43053	43401	43749	44097	44444
31	39476	39843	40208	40573	40938	41303	41668	42034	42399	42764	43129	43494	43859	44224	44589	44954	45319	45684	46050	46415
32	41200	41583	41967	42350	42733	43117	43500	43883	44267	44650	45034	45417	45800	46184	46567	46950	47334	47717	48100	48484
33	43008	43411	43813	44216	44618	45021	45423	45826	46228	46631	47033	47436	47838	48241	48643	49046	49448	49851	50253	50656

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
28	41096	41411	41727	42042	42357	42673	42988	43303	43619	43934	44250	44565	44880	45196	45511	45826	46142	46457	46773
29	42899	43230	43561	43892	44223	44555	44886	45217	45548	45879	46210	46541	46872	47204	47535	47866	48197	48528	48859
30	44792	45140	45487	45835	46183	46530	46878	47226	47574	47921	48269	48617	48964	49312	49660	50007	50355	50703	51050
31	46780	47145	47510	47875	48240	48606	48970	49336	49700	50066	50431	50796	51161	51526	51891	52256	52621	52986	53351
32	48867	49250	49634	50017	50400	50784	51167	51550	51934	52317	52700	53084	53467	53850	54234	54617	55000	55384	55767
33	51058	51461	51863	52266	52668	53071	53473	53876	54278	54681	55083	55486	55888	56291	56693	57096	57498	57901	58303

ASSOCIATE PROFESSOR LAW 97140,97150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
31	40140	40505	40870	41235	41600	41965	42330	42696	43060	43425	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	46346	46712	47077
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	43778	44162	44545	44929	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	48782	49146
[illegible]	[illegible]	[illegible]	44470	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	50915	51318
34	[illegible]	[illegible]	46414	[illegible]	[illegible]	[illegible]	48186	48627	[illegible]	49573	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	53176	53580
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	49761	[illegible]	[illegible]	51113	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
36	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	52917	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	58043	58540

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 10, 1987

PROFESSOR I LAW 00100,00170

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
34	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	48678	49101	49524	49947	50370	50792	51215	51638	52060	52483	52906	53328	53751	54174	54596
35	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	50778	51222	51666	52110	52554	52997	53441	53885	54329	54772	55216	55660	56104	56548	56991
36	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	52983	53449	53915	54381	54847	55313	55779	56244	56710	57176	57642	58108	58574	59040	59506
37	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	56276	56765	57254	57744	58233	58722	59211	59701	60190	60679	61168	61658	62147
38	55158	55672	56186	[illegible]	[illegible]	57727	58241	58755	59269	59782	60296	60810	61323	61837	62351	62865	63378	63892	64406	64920
39	57582	58121	58661	[illegible]	[illegible]	60279	60818	61358	61897	62437	62976	63516	64055	64594	65134	65673	66213	66752	67291	67831

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
34	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	57132	57555	57977	58400	58823	59245	59668	60091	60513	60936	61359	61781	62204	62627
35	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	60541	60985	61429	61873	62317	62761	63204	63648	64092	64536	64979	65423
36	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	62768	63234	63700	64166	64632	65098	65564	66030	66496	66962	67428	67894	68360
37	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	65572	66061	66550	67040	67529	68018	68507	68997	69486	69975	70464	70954	71443
38	65434	[illegible]	[illegible]	[illegible]	[illegible]	68002	68516	69029	69543	70057	70571	71084	71598	72112	72626	73139	73653	74167	74680
39	68370	[illegible]	[illegible]	[illegible]	[illegible]	71067	71607	72146	72686	73225	73764	74304	74843	75383	75922	76462	77001	77540	78080

PROFESSOR II LAW 00040,00080

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
38	55921	56435	56948	57462	57976	58490	59003	59517	60031	60544	61058	61572	62086	62599	63113	63627	64140	64654	65168	65681
39	58344	58883	59423	59962	60502	61041	61580	62120	62659	63199	63738	64277	64817	65356	65896	66435	66974	67514	68053	68593
40	60889	61455	62021	62588	63154	63720	64287	64853	65419	65986	66552	67118	67685	68251	68818	69384	69950	70517	71083	71649
41	63560	64155	64749	65344	65938	66533	67128	67723	68318	68912	69507	70102	70696	71291	71886	72480	73075	73670	74264	74859
42	66365	66989	67614	68238	68863	69487	70112	70736	71361	71985	72609	73234	73858	74483	75107	75732	76356	76980	77605	78229

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
38	66195	66709	67223	67736	68250	68764	69278	69791	70305	70819	71332	71846	72360	72874	73387	73901
39	69132	69672	70211	70750	71290	71829	72368	72908	73447	73987	74526	75066	75605	76144	76684	77223
40	72216	72782	73349	73915	74481	75048	75614	76180	76747	77313	77880	78446	79012	79579	80145	80711
41	75453	76048	76643	77238	77833	78427	79022	79617	80211	80806	81401	81995	82590	83185	83780	84374
42	78854	79478	80103	80727	81351	81976	82600	83225	83849	84474	85098	85722	86347	86971	87596	88220

RUTGERS, THE STATE UNIVERSITY
[illegible] OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 16, 1987

SPECIAL [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
[illegible]	[illegible]	[illegible]	76980	77605	78229	78854	79478	80103	80727	81351	81976	82600	83225	83849	84474	85098	85722	86347	86971	87596

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
47	[illegible]	[illegible]	89469	90093	90718	91342	91967	92591	93216	93840	94464	95089	95713	96338	96962	97587

APPENDIX D

RUTGERS, THE STATE UNIVERSITY, OFFICE OF UNIVERSITY ADMINISTRATION AND PERSONNEL

I. Academic Salaries Effective July 1, 1988

[illegible] [illegible] BY [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
[illegible]	[illegible]	19122	19285	19448	19612	19775	19939	20102	20265	20428	20592	20755	20918	21082	21245	21408	21571	21735	21898	22061
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	20586	20758	20929	21101	21272	21443	21615	21786	21958	22129	22301	22472	22643	22815	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	21436	21616	21796	21976	22156	22336	22516	22696	22876	23056	23236	23416	23596	23776	[illegible]

RANGE	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
[illegible]	[illegible]	[illegible]	[illegible]	22714	22877	23041	23204	23367	23530	23694	23857	24020	24184	24347	24510	24673	24837	[illegible]	25163
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	23843	24015	24186	24358	24529	24701	24872	25043	25215	25386	25558	25729	25901	26072	26243
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	25216	25396	25576	25756	25936	26116	26296	26476	26656	26836	27016	[illegible]	27376

[illegible] [illegible] BY [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	21773	21962	22151	22340	22529	22718	22907	23096	23285	23474	23663	23852	24041	24230	24419	24608	24797	24986	25175	25364
18	22665	22863	23061	23260	23459	23657	23856	24054	24252	24450	24649	24847	25046	25244	25443	25641	25840	26038	26236	26435
19	[illegible]	[illegible]	24017	24225	24434	24642	24851	25059	25267	25476	25684	25892	26101	26309	26518	26726	26934	27143	27351	27560

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
17	25553	25742	25931	26120	26309	26498	26687	26876	27065	27254	27443	27632	27821	28010	28199	28388	28577	28766	[illegible]
18	26633	26832	27030	27229	27427	27626	27824	28022	28221	28419	28618	28816	29015	29213	29411	29610	29808	30007	[illegible]
19	27768	27976	28184	28393	28601	28810	29018	29226	29435	29643	29851	30060	30268	30476	30685	30893	31101	31310	31518

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1988

INSTRUCTOR AY 20000

RANGE STEP

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	[illegible]	21888	22077	22266	22455	22644	22833	23022	23211	23400	23589	23778	23967	24156	24345	24534	24723	24912	25101	25290
18	[illegible]	[illegible]	[illegible]	23186	23385	23583	23782	[illegible]	24178	24377	24576	24774	24972	25171	25369	25567	25766	25964	26163	26361
19	[illegible]	[illegible]	23944	24152	24360	24569	24777	24986	25194	25402	25611	25819	26027	26236	26444	26652	26861	27069	27277	27486
20	[illegible]	[illegible]	24947	25166	25385	25604	25822	26041	26260	26479	26698	26916	27135	27354	27573	27791	28010	28229	28448	28667
21	[illegible]	25771	26001	26230	26461	26690	26920	27150	27379	27609	27839	28068	28298	28528	28758	28987	29217	29447	29677	29906
22	[illegible]	[illegible]	27108	27349	27590	27831	28073	28314	28556	28797	29037	29279	29520	29761	30003	30243	30485	30726	30967	31208

RANGE STEP

	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
17	25479	25668	25857	26046	26235	26424	26613	26802	26991	27180	27369	27558	27747	27936	28125	28314	28503	28692	28881
18	26560	26758	26957	27155	27353	27552	27750	27949	28147	28346	28544	28742	28941	29139	29338	29536	29735	29933	30132
19	27694	27903	28111	28319	28528	28736	28944	29153	29361	29569	29778	29986	30194	30403	30611	30820	31028	31236	31445
20	28885	29104	29323	29542	29760	29979	30198	30417	30636	30854	31073	31292	31511	31729	31948	32167	32386	32605	32823
21	30136	30366	30596	30825	31055	31285	31514	31744	31974	32204	32433	32663	32893	33122	33352	33582	33812	34041	34271
22	31449	31691	31932	32173	32414	32656	32897	33138	33379	33620	33861	34103	34344	34585	34826	35067	35308	35550	35791

INSTRUCTOR CY 20010

RANGE STEP

	1	2	3	4	5	6	7	8	9	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	19	20
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	28912	29131
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	27186	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	30141	30371
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	31189	31432	31673
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1988

ASSISTANT [illegible]

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
21	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	27082	27311	27541	27771	28001	28230	28460	28690	28919	29149	29379	29608	29838	30068	30298
22	[illegible]	[illegible]	[illegible]	[illegible]	27982	28223	28464	28705	28946	29187	29429	29670	29911	30152	30393	30635	30876	31117	31358	31599
23	[illegible]	[illegible]	[illegible]	[illegible]	29167	29421	29674	29927	30180	30434	30687	30940	31194	31447	31700	31953	32207	32460	32713	32966
24	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	30678	30944	31210	31476	31742	32008	32274	32540	32806	33072	33338	33604	33870	34136	34401
25	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	32279	32558	32837	33118	33396	33675	33954	34233	34512	34792	35071	35350	35629	35908
26	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	33679	33973	34266	34559	34852	35145	35439	35732	36025	36318	36611	36904	37198	37491

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
21	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	31676	31906	32136	32365	32595	32824	33054	33284	33514	33743	33973	34203	34432	34662
22	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	33288	33529	33770	34011	34253	34494	34735	34976	35217	35459	35700	35941	36182
23	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	34739	34992	35246	35499	35752	36005	36259	36512	36765	37018	37272	37525	37778
24	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	36263	36529	36795	37061	37327	37592	37858	38124	38390	38656	38922	39188	39454
25	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	37863	38142	38421	38701	38980	39259	39538	39817	40097	40376	40655	40934	41213
26	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	39543	39836	40129	40422	40718	41009	41302	41596	41889	42182	42475	42768	43061

ASSISTANT PROFESSOR CY 00010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
24	29974	30240	30506	30772	31038	31304	31570	31835	32101	32367	32633	32899	33165	33431	33697	33963	34229	34495	34761	35027
25	31228	31508	31787	32066	32346	32625	32904	33183	33462	33741	34021	34300	34579	34858	35138	35417	35696	35975	36255	36534
26	32546	32839	33132	33425	33718	34011	34305	34598	34891	35184	35477	35771	36064	36357	36650	36943	37237	37530	37823	38116
27	33928	34236	34544	34852	35160	35468	35776	36084	36391	36699	37007	37315	37623	37931	38238	38546	38854	39162	39470	39778
28	35381	35704	36027	36350	36674	36997	37320	37643	37967	38290	38613	38936	39260	39583	39906	40229	40553	40876	41199	41522
29	36906	37245	37584	37924	38263	38603	38942	39281	39621	39960	40300	40639	40978	41318	41657	41997	42336	42676	43015	43354

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
24	35293	35559	35825	36091	36356	36622	36888	37154	37420	37686	37952	38218	38484	38750	39016	39282	39548	39814	40080
25	36813	37092	37372	37651	37930	38209	38488	38768	39047	39326	39605	39885	40164	40443	40722	41002	41281	41560	41839
26	38409	38703	38996	39289	39582	39875	40169	40462	40755	41048	41341	41635	41928	42221	42514	42807	43101	43394	43687
27	40086	40394	40701	41009	41317	41625	41933	42241	42549	42856	43164	43472	43780	44088	44396	44704	45011	45319	45627
28	41845	42168	42492	42815	43138	43462	43785	44108	44432	44755	45078	45401	45725	46048	46371	46695	47018	47341	47664
29	43694	44033	44373	44712	45051	45391	45730	46070	46409	46749	47088	47427	47767	48106	48446	48785	49124	49464	49803

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1988

ASSOCIATE PROFESSOR AY 87000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
25	31324	31604	31883	32162	32441	32721	33000	33279	33558	33837	34117	34396	34675	34954	35234	35513	35792	36071	36351	36630
26	32641	32935	33228	33521	33814	34108	34401	34694	34987	35280	35574	35867	36160	36453	36746	37040	37333	37626	37919	38212
27	34025	34332	34640	34948	35256	35564	35872	36180	36487	36795	37103	37411	37719	38027	38335	38643	38950	39258	39566	39874
28	35477	35800	36123	36447	36770	37093	37416	37740	38063	38386	38709	39033	39356	39679	40002	40326	40649	40972	41296	41619
29	37002	37341	37680	38020	38359	38699	39038	39377	39717	40056	40396	40735	41075	41414	41753	42093	42432	42772	43111	43451
30	38603	38960	39316	39672	40028	40385	40741	41097	41454	41810	42166	42523	42879	43236	43592	43948	44305	44661	45018	45374

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
25	36909	37188	37468	37747	38026	38305	38585	38864	39143	39422	39702	39981	40260	40539	40819	41098	41377	41656	41936
26	38505	38799	39092	39385	39678	39972	40265	40558	40851	41144	41438	41731	42024	42317	42610	42904	43197	43490	43783
27	40182	40490	40798	41106	41413	41721	42029	42337	42645	42953	43260	43568	43876	44184	44492	44800	45108	45416	45723
28	41942	42265	42589	42912	43235	43558	43881	44205	44528	44851	45174	45498	45821	46144	46468	46791	47114	47437	47761
29	43790	44129	44469	44808	45148	45487	45826	46166	46505	46845	47184	47524	47863	48202	48542	48881	49221	49560	49900
30	45730	46087	46443	46800	47156	47512	47869	48225	48582	48938	49294	49651	50007	50364	50720	51076	51433	51789	52146

ASSOCIATE PROFESSOR CY 87010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	36216	36539	36862	37185	37508	37831	38155	38478	38801	39125	39448	39771	40094	40418	40741	41064	41387	41711	42034	42357
29	37740	38079	38419	38758	39098	39437	39777	40116	40456	40795	41134	41474	41813	42152	[illegible]	[illegible]	[illegible]	43510	[illegible]	[illegible]
30	39341	39697	40054	40410	40767	41123	41479	41836	42192	42548	42905	43261	43618	43974	[illegible]	[illegible]	[illegible]	45400	[illegible]	[illegible]
31	[illegible]	[illegible]	41771	42145	42519	42893	43267	43642	44016	44390	44764	45138	45513	45887	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
32	42787	[illegible]	[illegible]	[illegible]	44359	44752	45145	45538	45931	46324	46716	47109	47502	47895	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
33	44641	[illegible]	[illegible]	[illegible]	46291	46703	47116	47528	47941	48354	48766	49179	49591	50004	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	26	27	28	29	30	31	32	33	34	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	56192	[illegible]	57018	57430	57843	58255	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1988

PROFESSOR I AY 80000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
30	[illegible]	39941	40298	40654	41010	41367	41723	42080	42436	42792	43149	43505	43862	44218	44574	44931	45287	45644	46000	46356
31	[illegible]	41640	42014	42389	42763	43137	43511	43885	44260	44634	45008	45382	45757	46131	46505	46879	47254	47628	48002	48376
32	[illegible]	43424	43817	44210	44603	44996	45389	45782	46175	46568	46961	47353	47746	48139	48532	48925	49318	49711	50104	50497
33	[illegible]	45297	45710	46122	46535	46948	47360	47773	48185	48598	49011	49423	49836	50248	50661	51073	51486	51899	52311	52724
34	[illegible]	47264	47697	48130	48564	48997	49430	49863	50297	50730	51163	51596	52029	52463	52896	53329	53762	54196	54629	55062

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
30	46713	47069	47426	47782	48139	48495	48851	49208	49564	49921	50277	50633	50990	51346	51703	52059	52415	52772	53128
31	48751	49125	49499	49873	50247	50622	50996	51370	51744	52119	52493	52867	53241	53616	53990	54364	54738	55112	55487
32	50890	51283	51676	52069	52462	52855	53248	53641	54034	54426	54819	55212	55605	55998	56391	56784	57177	57570	57963
33	53136	53549	53962	54374	54787	55199	55612	56025	56437	56850	57262	57675	58088	58500	58913	59325	59738	60150	60563
34	55495	55928	56362	56795	57228	57661	58095	58528	58961	59394	59827	60261	60694	61127	61560	61994	62427	62860	63293

PROFESSOR I CY 80010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
33	45665	46077	46490	46903	47315	47728	48140	48553	48965	49378	49791	50203	50616	51028	51441	51854	52266	52679	53091	53504
34	47611	48044	48477	48911	49344	49777	50210	50643	51077	51510	51943	52376	52810	53243	53676	54109	54543	54976	55409	55842
35	49654	50109	50564	51019	51474	51929	52384	52838	53294	53748	54203	54658	55113	55568	56023	56478	56933	57388	57842	58297
36	51800	52278	52755	53233	53711	54189	54666	55144	55621	56099	56576	57054	57532	58009	58487	58965	59442	59920	60397	60875
37	54053	54555	55056	55558	56059	56561	57062	57564	58065	58567	59068	59570	60071	60573	61074	61576	62077	62579	63080	63582

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
33	53917	54329	54742	55154	55567	55980	56392	56805	57217	57630	58043	58455	58868	59280	59693	60106	60518	60931	61343
34	56275	56709	57142	57575	58008	58442	58875	59308	59741	60174	60608	61041	61474	61907	62341	62774	63207	63640	64073
35	58752	59207	59662	60117	60572	61027	61481	61936	62391	62846	63301	63756	64211	64666	65121	65575	[illegible]	[illegible]	66940
36	61353	61830	62308	62786	63263	63741	64219	64696	65174	65651	66129	66607	67084	67562	68040	68517	[illegible]	69472	69950
37	64083	64585	65086	65588	66089	66591	67092	67594	68095	68597	69098	69600	70102	70603	71105	71606	[illegible]	[illegible]	73111

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1988

PROFESSOR II AY 80000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
37	54436	54936	55438	55939	56441	56943	57444	57946	58447	58949	59450	59952	60454	60955	61457	61958	62460	62962	63463	63965
38	56801	57327	57854	58381	58907	59434	59961	60487	61014	61541	62067	62594	63121	63647	64174	64701	65227	65754	66281	66807
39	59285	59838	60391	60944	61497	62050	62603	63156	63709	64262	64815	65368	65921	66474	67027	67580	68133	68686	69239	69792

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
37	64466	64968	65469	65971	66473	66974	67476	67977	68479	68981	69482	69984	70485	70987	71489	71990
38	67334	67861	68387	68914	69441	69967	70494	71021	71547	72074	72601	73127	73654	74181	74707	75234
39	70345	70898	71451	72004	72557	73110	73663	74216	74769	75322	75875	76428	76981	77226		

PROFESSOR II CY 80010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
40	62447	63028	63608	64189	64769	65350	65930	66511	67091	67672	68253	68833	69414	69994	70575	71155	71736	72316	72897	73477
41	65185	65795	66405	67014'	67624	68233	68843	69453	70062	70672	71281	71891	72500	73110	73719	74329	74938	75548	76158	76767
42	68261	68901	69541	70181	70821	71461	71901	72541	73181	73821	74461	75101	75741	76381	77021	77226				

RANGE	STEP 21	22	23	24	25	26	27
40	74058	74638	75219	75799	76380	76960	77226
41	77226						

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1988

ASSISTANT PROFESSOR LAW 86140,86180

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	37274	[illegible]	37921	38244	38567	38891	39214	39537	39860	40184	40507	40830	41153	41477	41800
29	37160	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	39550	[illegible]	40238	40577	40917	41256	41595	41935	42274	42614	42953	43292	43632
30	38784	39140	39497	39853	[illegible]	[illegible]	[illegible]	41279	41635	41991	42348	42704	43061	43417	43773	44130	44486	44843	45199	45555
31	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	43833	44207	44581	44956	45330	45704	46078	46452	46827	47201	47575
32	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	45374	45766	46159	46552	46945	47338	47731	48124	48517	48910	49303	49696
33	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	47384	47797	48209	48622	49034	49447	49859	50272	50685	51097	51510	51922

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
28	42123	[illegible]	42770	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	45033	45356	45679	46002	46326	46649	46972	47295	47619	47942
29	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	46687	47026	47365	47706	48044	48384	48723	49063	49402	49741	50081
30	45912	[illegible]	[illegible]	46981	47337	[illegible]	[illegible]	[illegible]	48763	49119	49476	49832	50188	50545	50901	51258	51614	51970	52327
31	47949	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	50194	[illegible]	50943	51317	51691	52066	52440	52814	53188	53562	53937	54311	54685
32	50089	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	53626	54018	54411	54804	55197	55589	55982	56375	56768	57161
33	52335	52747	53160	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	55635	56048	56461	56873	57286	57698	58111	58523	58936	59348	59761

ASSOCIATE PROFESSOR LAW 87140,87180

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
31	41143	41518	41892	42266	42640	43014	43389	43763	44137	44511	44886	45260	45634	46008	46382	46757	47131	47505	47879	48254
32	42909	43301	43694	44087	44480	44873	[illegible]	[illegible]	46052	46445	46838	47231	47624	48017	48410	48802	49195	49588	49981	50374
33	44762	45175	45587	46000	46412	46825	47237	47650	48063	48475	48888	49300	49713	50125	50538	50951	51363	51776	52188	52601
34	46708	47141	47574	48007	48441	48874	49307	49741	50174	50607	51040	51473	51907	52340	52773	53206	53639	54073	54506	54939
35	48752	49206	49661	50116	50571	51026	51481	51936	52390	52845	53300	53755	54210	54665	55120	55575	56029	56484	56939	57394
36	50897	51375	51852	52330	52808	53285	53763	54240	54718	55196	55673	56151	56628	57106	57584	58061	58539	59016	59494	59972

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
31	48628	49002	49376	49750	50125	50499	50873	51247	51621	51996	52370	52744	53118	53493	53867	54241	54615	54990	55364
32	50767	51160	51553	51946	52339	52732	53125	53518	53911	54304	54696	55089	55482	55875	56268	56661	57054	57447	57840
33	53014	53426	53839	54251	54664	55076	55489	55902	56314	56727	57139	57552	57964	58377	58790	59202	59615	[illegible]	60440
34	55372	55805	56238	56672	57105	57538	57971	58404	58838	59271	59704	60137	60571	61004	61437	61870	62304	[illegible]	63170
35	57849	58304	58759	59213	59668	60123	60578	61033	61488	61943	62397	62852	63307	63762	64217	64672	65127	[illegible]	66036
36	60449	60927	61405	61882	62360	62837	63315	63793	64270	64748	65225	65703	66181	66658	67136	67613	68091	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1988

PROFESSOR I LAW 98160,98170

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
34	47730	48163	48597	49030	49463	49896	50329	50763	51196	51629	52062	52496	52929	53362	53795	54228	54662	55095	55528	55961
35	49774	50229	50683	51138	51593	52048	52503	52958	53413	53867	54322	54777	55232	55687	56142	56597	57052	57506	57961	58416
36	51919	52397	52874	53352	53830	54307	54785	55263	55740	56218	56695	57173	57651	58129	58606	59083	59561	60039	60516	60994
37	54172	54674	55176	55677	56179	56680	57181	57683	58184	58686	59187	59688	60190	60692	61193	61695	62196	62698	63199	63701
38	56537	57064	57591	58117	58644	59171	59697	60224	60750	61277	61803	62330	62857	63383	63910	64436	64963	65489	66016	66543
39	59022	59574	60127	60680	61233	61786	62339	62892	63445	63998	64551	65103	65656	66209	66762	67315	67868	68421	68974	69527

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
34	56394	56828	57261	57694	58127	58560	58994	59427	59860	60293	60727	61160	61593	62026	62459	62893	63326	63759	64192
35	58871	59326	59781	60236	60691	61145	61600	62055	62510	62965	63420	63875	64330	64784	65239	65694	66149	66604	67059
36	61472	61949	62427	62904	63382	63860	64337	64815	65293	65770	66248	66725	67203	67681	68158	68636	69113	69591	70069
37	64202	64704	65205	65707	66208	66710	67211	67713	68214	68716	69217	69719	70220	70722	71223	71725	72226	72728	73229
38	67069	67596	68122	68649	69175	69702	70229	70755	71282	71808	72335	72861	73388	73915	74441	74968	75494	76021	76547
39	70080	70632	71185	71738	72291	72844	73397	73950	74503	75056	75609	76162	76714	77267	77820	78373	78926	79479	80032

PROFESSOR II LAW 99040,99050

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
38	57319	57846	58372	58899	59426	59952	60479	61006	61531	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	66797	67324
39	59802	60355	60908	61461	62014	62567	63120	63673	64226	64779	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	69756	70309
40	62411	62991	63572	64152	64733	65313	65894	66474	67055	67635	68216	[illegible]	[illegible]	[illegible]	[illegible]	71118	[illegible]	[illegible]	72860	73441
41	65149	65759	66368	66978	67587	3C.37	68806	69416	70026	70635	71245	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	75511	76121	76731
42	68024	68664	69304	69944	70584	71224	71864	72505	73145	73785	74425	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	79546	80186

RANGE STEP

[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE JULY 1, 1988

SPECIAL PROFESSORIAL TITLES

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
43	77625	78265	78905	79545	80185	80825	81465	82105	82745	83385	84025	84665	85305	85945	86585	87225	87865	88505	89145	89785

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
43	90425	91065	91705	92345	92985	93625	94265	94905	95545	96185	96825	97465	98105	98745	99385	100025

II. Academic Salaries Effective December 1, 1988

ASSISTANT [illegible] 84000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	19421	[illegible]	19756	19923	[illegible]	20256	20425	20592	20758	20927	21094	21261	21428	21596	21763	21930	22097	22265	22432	22599
15	20210	[illegible]	[illegible]	20737	20913	21088	21264	21440	21615	21791	21966	22142	22318	22493	22669	22845	23020	23196	23371	23547
16	21039	[illegible]	21407	21592	21776	21961	22145	22329	22514	22698	22883	23067	23251	23436	23620	23805	23989	24173	24358	24542

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
14	22766	22934	23101	23268	23436	23603	23770	23937	24104	24272	24439	24606	24773	24941	25108	25275	25442	25610	25777
15	23723	23898	24074	24249	24425	24601	24776	24952	25127	25303	25479	25654	25830	26006	26181	26357	26532	26708	26884
16	24727	24911	25096	25280	25464	25648	25833	26017	26202	26386	26570	26755	26939	27124	27308	27492	27677	27861	28046

ASSISTANT INSTRUCTOR CY 84010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	23272	23466	23660	23853	24046	24240	24434	24627	24821	[illegible]	[illegible]	25402	25595	25789	25982
18	[illegible]	[illegible]	[illegible]	[illegible]	24030	24234	24437	24640	24844	25047	25250	25453	25657	[illegible]	[illegible]	[illegible]	26470	26673	26876	27080
19	24120	[illegible]	[illegible]	[illegible]	[illegible]	25243	25457	25670	25884	26097	26311	26524	26737	[illegible]	[illegible]	[illegible]	27591	27805	28018	28232

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
17	26176	[illegible]	[illegible]	[illegible]	[illegible]	27144	27338	27531	27725	27918	28112	28306	28499	[illegible]	[illegible]	[illegible]	[illegible]	29467	29661
18	27283	[illegible]	[illegible]	[illegible]	[illegible]	28300	28503	28706	28909	29113	29316	29519	29722	[illegible]	[illegible]	[illegible]	[illegible]	30737	30940
19	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	29512	29726	29939	30153	30366	30579	30793	31006	[illegible]	[illegible]	31646	[illegible]	32074	32287

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 1, 1988

INSTRUCTOR AY 00000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	[illegible]	22422	22616	22810	23003	23197	23390	23584	23777	23971	24165	24358	24552	24745	24939	25133	25326	25520	25713	25907
18	23142	23346	[illegible]	23752	[illegible]	24158	24362	24565	24768	24971	25175	25378	25581	25785	25988	26191	26394	26598	26801	27004
19	24101	24314	[illegible]	24741	[illegible]	25168	25381	25595	25808	26022	26235	26449	26662	26876	27089	27302	27516	27729	27943	28156
20	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	26228	26452	26676	26900	27125	27349	27573	27797	28021	28245	28469	28693	28918	29143	29366
21	[illegible]	26400	[illegible]	26871	27106	27341	27577	27812	28047	28283	28518	28753	28989	29224	29459	29695	29930	30165	30400	30636
22	[illegible]	27522	27769	[illegible]	[illegible]	28510	28757	29004	29251	29498	29746	29993	30240	30487	30734	30981	31228	31475	31722	31969

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
17	26101	[illegible]	[illegible]	[illegible]	26875	27069	27262	27456	27649	27843	28037	28230	28424	28617	28811	29005	29198	29392	29585
18	27207	27411	27614	27817	[illegible]	28224	28427	28630	28834	29037	29240	29444	29647	29850	30053	30257	30460	30663	30866
19	28370	[illegible]	[illegible]	[illegible]	29223	29437	29650	29864	30077	30291	30504	30717	30931	31144	31358	31571	31785	31998	32212
20	[illegible]	29814	[illegible]	[illegible]	[illegible]	30710	30935	31159	31383	31607	31831	32055	32279	32503	32727	32952	33176	33400	33624
21	30871	31106	[illegible]	[illegible]	31812	32048	32283	32518	32754	32989	33224	33460	33695	33930	34166	34401	34636	34872	35107
22	32218	32464	32711	[illegible]	[illegible]	[illegible]	[illegible]	33946	34193	34440	34687	34934	35181	35429	35676	35923	36170	36417	36664

INSTRUCTOR CY 00010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
20	[illegible]	[illegible]	26032	[illegible]	26480	26704	26928	27152	27377	27601	27825	28049	28273	28497	28721	28945	29169	29394	29618	29842
21	26641	26876	27111	27347	27582	27817	[illegible]	[illegible]	28523	28758	28994	29229	29465	29700	[illegible]	30171	30406	30641	30876	31112
22	27751	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	29233	29480	29727	29974	30222	30469	30716	30963	31210	31457	31704	31951	32198	32445
23	28916	29176	29436	[illegible]	29954	30213	30473	30732	30992	31251	31511	31770	32029	32289	32548	[illegible]	33067	33327	33586	33845
24	30140	30412	30685	30957	31230	31502	31774	32047	32319	32592	32864	33136	33409	33681	33954	34226	[illegible]	34771	35043	35316
25	31425	31711	31997	32283	[illegible]	32855	33141	33427	33713	33999	34285	34571	34857	35143	35429	35715	36001	36287	36573	36859

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
20	30066	30290	30514	30738	30962	31186	31410	31635	31859	32083	32307	32531	32755	32979	33203	33427	[illegible]	33876	34100
21	31347	31582	31818	32053	32288	32524	32759	32994	33230	33465	33700	33935	34171	34406	34641	34877	[illegible]	35347	35583
22	32692	32939	33186	33434	33681	33928	34175	34422	34669	34916	35163	35410	35657	35904	36151	[illegible]	[illegible]	36893	37140
23	34105	34364	34624	34883	35143	35402	35661	35921	36180	36440	36699	36959	37218	37477	[illegible]	[illegible]	[illegible]	38516	38775
24	[illegible]	[illegible]	36133	36406	36678	[illegible]	37222	37495	37767	38040	38312	38584	38857	39129	[illegible]	[illegible]	[illegible]	[illegible]	40491
25	37146	37431	37717	[illegible]	[illegible]	38575	38861	39147	39433	39719	40005	40292	40578	40864	41150	[illegible]	[illegible]	[illegible]	42294

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 1, 1988

ASSISTANT PROFESSOR AY [illegible]

RANGE	STEP																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
21	26566	26801	27036	27272	27507	27742	27978	28213	28448	28684	28919	29154	29389	29625	29860	30095	30331	30566	30801	31037
22	27676	27923	28170	28417	28664	28911	29158	29405	29652	29899	30146	30394	30641	30888	31135	31382	31629	31876	32123	32370
23	28841	29101	29360	29619	29879	30138	30398	30657	30917	31176	31436	31695	31954	32214	32473	32733	32992	33251	33511	33770
24	30065	30337	30610	30882	31154	31427	31699	31972	32244	32517	32789	33061	33334	33606	33879	34151	34423	34696	34968	35241
25	31350	31636	31922	32208	32494	32780	33066	33352	33638	33924	34210	34496	34782	35068	35354	35640	35926	36212	36498	36784
26	32699	33000	33300	33600	33900	34201	34501	34801	35102	35402	35702	36003	36303	36603	36904	37204	37504	37804	38105	38405

RANGE	STEP																		
	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
21	31272	31507	31743	31978	32213	32448	32684	32919	33154	33389	33625	33860	34095	34331	34566	34802	35037	35272	35508
22	32617	32864	33111	33358	33606	33853	34100	34347	34594	34841	35088	35335	35582	35829	36076	36323	36570	36818	37065
23	34030	34289	34549	34808	35068	35327	35586	35846	36105	36365	36624	36884	37143	37402	37662	37921	38181	38440	38700
24	35513	35786	36058	36330	36603	36875	37147	37420	37692	37965	38237	38509	38782	39054	39327	39599	39871	40144	40416
25	37070	37356	37642	37928	38214	38500	38786	39072	39358	39644	39931	40217	40503	40789	41075	41361	41647	41933	42219
26	38705	39006	39306	39606	39907	40207	40507	40808	41108	41408	41708	42009	42309	42610	42910	43210	43511	43811	44111

ASSISTANT PROFESSOR CY 00010

RANGE	STEP																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
24	[illegible]	[illegible]	31220	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	33157	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
25	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	37130	37423
26	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	35141	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	38746	39046
27	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	37270	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	40117	40433	40746
28	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	41311	[illegible]	41873	42204	42536
29	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	43718	44064	44412

RANGE STEP

[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 1, 1988

ASSOCIATE PROFESSOR AY 37000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
25	32088	32374	32660	32946	33233	33519	33805	34091	34377	34663	34949	35235	35521	35807	36093	36379	36665	36951	37237	37523
26	33438	[illegible]	34038	34339	34639	34939	35240	35540	35840	36141	36441	36742	37042	37342	37643	37943	38243	38544	38844	39144
27	34854	35170	35485	35801	36116	36431	36747	37062	37377	37693	38008	38324	38639	38954	39270	39585	39900	40216	40531	40847
28	36342	[illegible]	[illegible]	37336	37667	37998	38329	38660	38991	39322	39653	39985	40316	40647	40978	41309	41640	41971	42303	42634
29	37904	[illegible]	[illegible]	38947	39295	39643	39990	40338	40686	41033	41381	41729	42076	42424	42772	43120	43467	43815	44163	44510
30	39544	[illegible]	40274	40639	41004	41370	41735	42100	42465	42830	43195	43560	43925	44290	44656	45020	45385	45751	46118	46481

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
25	[illegible]	[illegible]	38381	38667	38954	39240	39526	39812	40098	40384	40670	40956	41242	41528	41814	42100	42386	42672	42958
26	39445	39745	40046	40346	40646	40947	41247	41547	41848	42148	42448	42748	43049	43349	43650	43950	44250	44551	44851
27	41162	41477	41793	42108	42423	42739	43054	43369	43685	44000	44316	44631	44946	45262	45577	45892	46208	46523	46839
28	42965	[illegible]	43627	43958	44289	44621	44952	45283	45614	45945	46276	46607	46938	47270	47601	47932	48263	48594	48925
29	44857	[illegible]	45552	45900	46247	46597	46944	47292	47640	47987	48335	48683	49030	49378	49726	50074	50421	50769	51117
30	46846	47211	47576	47941	48306	48671	49036	49401	49766	50132	50497	50862	51227	51592	51957	52322	52687	53052	53417

ASSOCIATE PROFESSOR CY 37010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	37099	37430	37761	38092	38423	38754	39085	39416	39748	40079	40410	40741	41072	41403	41734	42066	42397	42728	43059	43390
29	38660	39008	39356	39704	40051	40399	40747	41094	41442	41790	42137	42485	42833	43181	43528	43876	44224	44571	44919	45267
30	40301	40665	41031	41396	41761	42126	42491	42856	43221	43586	43951	44316	44682	45047	45412	45777	46142	46507	46872	47237
31	42023	42408	42790	43173	43560	43940	44323	44708	45090	45473	45856	46238	46625	47007	47390	47773	48156	48539	48923	49306
32	43831	44233	44636	45038	45441	45843	46246	46648	47051	47453	47856	48258	48661	49063	49466	49868	50271	50673	51076	51478
33	45729	46152	46575	46997	47420	47843	48265	48688	49110	49533	49956	50378	50801	51224	51646	52069	52491	52914	53337	53760

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
28	43721	44052	44384	44715	45046	45377	45708	46039	46370	46702	47033	47364	47695	48026	48357	48688	49020	49351	49682
29	45614	45962	46310	46658	47005	47353	47701	48048	48396	48744	49091	49439	49787	50134	50482	50830	51178	51525	51873
30	47602	47967	48332	48697	49063	49428	49793	50158	50523	50888	51253	51618	51983	52348	52713	53078	53444	53809	54174
31	49689	50073	50456	50839	51223	51606	51989	52373	52756	53139	53523	53906	54289	54673	55056	55439	55823	56206	56589
32	51881	52283	52686	53088	53491	53893	54296	54698	55101	55503	55906	56308	56711	57113	57516	57918	58321	58723	59126
33	54183	54606	55027	55450	55873	56296	56718	57140	57563	57986	58408	58831	59254	59676	60099	60521	60944	61367	61789

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 1, 1988

PROFESSOR I [illegible] 88000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
30	40550	40915	41280	41645	42011	42376	42741	43106	43471	43836	44201	44566	44931	45297	45662	46027	46392	46757	47122	47487
31	42272	42655	43039	43422	43806	44189	44573	44956	45339	45723	46106	46489	46873	47256	47639	48023	48406	48789	49173	49556
32	44081	44483	44886	45288	45691	46093	46496	46898	47301	47703	48106	48508	48911	49314	49716	50119	50521	50924	51326	51729
33	45979	46402	46825	47247	47670	48093	48515	48938	49361	49783	50206	50629	51051	51474	51897	52319	52742	53164	53587	54010
34	47973	48417	48861	49304	49748	50192	50636	51080	51523	51967	52411	52855	53298	53742	54186	54630	55074	55517	55961	56405

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
30	47852	48217	48582	48948	49313	49678	50043	50408	50773	51138	51503	51868	52233	52599	52964	53329	53694	54059	54424
31	49940	50323	50706	51090	51473	51856	52240	52623	53006	53390	53773	54156	54540	54923	55307	55690	56073	56457	56840
32	52131	52534	52936	53339	53741	54144	54546	54949	55351	55754	56156	56559	56962	57364	57767	58169	58572	58974	59377
33	54432	54855	55278	55700	56123	56546	56968	57391	57814	58236	58659	59082	59504	59927	60350	60772	61195	61618	62040
34	56849	57293	57736	58180	58624	59068	59511	59955	60399	60843	61287	61730	62174	62618	63062	63506	63949	64393	64837

PROFESSOR I CY 88010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
33	46778	47201	47624	48046	48469	48892	49314	49737	50160	50582	51005	51428	51851	52273	[illegible]	[illegible]	53541	[illegible]	[illegible]	[illegible]
34	48772	49216	49660	50104	50547	50991	51436	51879	52322	52766	53210	53654	54098	54541	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
35	50866	51332	51797	52263	52729	53196	53661	54127	54593	55059	55525	55991	56457	56922	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
36	53064	53553	54042	54531	55021	55510	56000	56489	56978	57467	57955	58446	58935	59424	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
37	55371	55884	56398	56913	57425	57939	58454	58968	59481	59995	60509	61023	61536	62050	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
33	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	57346	57768	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
34	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
35	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
36	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
37	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 1, 1988

PROFESSOR II AY 00009

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
37	55762	56276	56790	57304	57818	58331	58845	59359	59873	60387	60900	61414	61928	62442	62956	63470	63983	64497	65011	65525
38	58186	58725	59265	59804	60344	60883	61423	61963	62502	63042	63581	64121	64660	65200	65739	66279	66818	67358	67897	68437
39	60731	61297	61864	62430	62997	63563	64130	64696	65263	65829	66396	66962	67529	68095	68662	69228	69795	70361	70928	71494

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
37	66039	66552	67066	67580	68094	68608	69122	69635	70149	70663	71177	71691	72205	72718	73232	73746
38	68976	69516	70056	70595	71134	71674	72213	72753	73292	73832	74371	74911	75450	75990	76529	77069
39	72061	72627	73194	73760	74326	74893	75459	76026	76592	77159	77725	78292	78858	79110		

PROFESSOR II CY 00010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
40	63970	64565	65160	65754	66349	66944	67538	68133	68728	69323	69917	70512	71107	71701	72296	72891	73485	74080	74675	75270
41	66775	67400	68024	68649	69273	69898	70522	71146	71771	72395	73020	73644	74269	74893	75517	76142	76766	77391	78015	78640
42	69721	70377	71032	71688	72344	72999	73655	74310	74966	75622	76277	76933	77589	78244	78900	79110				

RANGE	STEP 21	22	23	24	25	26	27
40	75864	76459	77054	77648	78243	78838	79110
41	79110						

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 1, 1988

ASSISTANT PROFESSOR LAW 96140,96150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	36528	36859	37190	37521	37852	38184	38515	38846	39177	39508	39839	40170	40501	40833	41164	41495	41826	42157	42488	42819
29	38090	38437	38786	39133	39481	39829	40176	40524	40871	41219	41567	41914	42262	42610	42958	43305	43653	44001	44348	44696
30	39730	40095	40460	40825	41190	41556	41921	42286	42651	43016	43381	43746	44111	44476	44841	45206	45571	45936	46301	46666
31	41453	41836	42219	42602	42985	43369	43752	44135	44518	44902	45285	45668	46052	46435	46818	47202	47585	47969	48352	48735
32	43260	43663	44066	44468	44871	45273	45676	46078	46481	46883	47286	47688	48091	48493	48896	49298	49701	50103	50506	50908
33	45159	45581	46004	46427	46849	47272	47694	48117	48540	48962	49385	49808	50230	50653	51076	51498	51921	52343	52766	53189

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
28	43151	43482	43813	44144	44475	44806	45137	45468	45800	46131	46462	46793	47124	47455	47787	48118	48449	48780	49111
29	45044	45391	45739	46087	46435	46782	47130	47478	47825	48173	48521	48868	49216	49564	49912	50259	50607	50955	51302
30	47032	47397	47762	48127	48492	48857	49222	49587	49952	50317	50682	51047	51413	51778	52143	52508	52873	53238	53603
31	49119	49502	49885	50269	50652	51036	51419	51802	52186	52569	52952	53336	53719	54102	54486	54869	55252	55636	56019
32	51310	51713	52116	52518	52920	53323	53726	54128	54530	54933	55336	55738	56140	56543	56946	57348	57750	58153	58555
33	53611	54034	54457	54879	55302	55724	56147	56570	56992	57415	57838	58260	58683	59106	59528	59951	60373	60796	61219

ASSOCIATE PROFESSOR LAW 97140,97150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
31	42147	[illegible]	42914	43297	43680	44064	44447	44830	45214	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	48664	49047	49430
32	43956	44358	44761	45163	[illegible]	[illegible]	46370	46773	47175	47577	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	50796	51198	51601
33	45854	46277	[illegible]	47122	47544	47967	48390	48812	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	53038	53461	53884
34	47847	[illegible]	48735	49179	[illegible]	[illegible]	50510	[illegible]	51397	51841	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	55391	55836	56279
35	49941	[illegible]	50872	51338	51804	52270	52736	[illegible]	[illegible]	54134	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	57862	58328	58794
36	52139	[illegible]	53117	53606	54095	54584	55074	[illegible]	[illegible]	56540	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	60456	60945	61434

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
31	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	56714
32	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
33	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	61491	61914
34	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	64711
35	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
36	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 1, 1988

PROFESSOR I LAW 08160,08170

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
34	48894	49338	49782	50226	50669	51113	51557	52001	52444	52888	53332	53776	54220	54663	55107	55551	55995	56439	56882	57326
35	50988	51454	51919	52385	52851	53317	53783	54249	54715	55181	55647	56113	56579	57045	57511	57977	58443	58909	59375	59841
36	53186	53675	54164	54653	55143	55632	56121	56610	57100	57589	58078	58567	59057	59546	60035	60525	61014	61503	61992	62482
37	55493	56007	56521	57035	57548	58062	58576	59090	59603	60117	60631	61144	61658	62172	62686	63199	63713	64227	64741	65254
38	57917	58456	58995	59535	60074	60614	61153	61693	62232	62771	63311	63850	64390	64929	65468	66008	66547	67087	67626	68166
39	60461	61027	61594	62160	62727	63293	63860	64426	64992	65559	66125	66691	67258	67824	68390	68957	69523	70090	70656	71222

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
34	57770	58214	58657	59101	59545	59989	60433	60876	61320	61764	62208	62651	63095	63539	63983	64427	64870	65314	65758
35	60307	60773	61239	61705	62171	62637	63103	63569	64035	64501	64967	65433	65899	66365	66830	67296	67762	68228	68694
36	62971	63460	63949	64439	64928	65417	65906	66395	66885	67374	67864	68353	68842	69331	69821	70310	70799	71288	71778
37	65768	66282	66795	67309	67823	68337	68850	69364	69878	70392	70905	71419	71933	72446	72960	73474	73988	74501	75015
38	68705	69244	69784	70323	70862	71402	71941	72481	73020	73559	74099	74638	75178	75717	76257	76796	77336	77875	78414
39	71789	72355	72922	73488	74054	74621	75187	75754	76320	76886	77453	78019	78585	79152	79718	80285	80851	81417	81984

PROFESSOR II LAW 08840,08850

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
38	58717	59256	59796	60335	60874	61414	61953	62493	63032	63572	64111	64650	65190	65729	66269	66808	67347	67887	68426	68966
39	61261	61828	62394	62960	63527	64093	64660	65226	65792	66359	66925	67491	68058	68624	69190	69757	70323	70889	71456	72022
40	63833	64428	65122	65717	66312	66907	67501	68096	68691	69286	69880	70474	71069	71664	72258	72853	73448	74043	74637	75232
41	66736	67362	67987	68611	69236	69860	70486	71108	71733	72358	72982	73607	74231	74856	75480	76104	76729	77353	77978	78602
42	69683	70339	70995	71650	72306	72962	73617	74273	74929	75584	76240	76895	77551	78207	78862	79518	80174	80829	81485	82141

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
38	69505	70044	70584	71123	71663	72202	72741	73281	73820	74360	74899	75438	75978	76517	77057	77596
39	72589	73155	73721	74288	74854	75421	75987	76553	77120	77686	78252	78819	79385	79952	80518	81084
40	75827	76421	77016	77611	78206	78800	79395	79990	80584	81179	81774	82368	82963	83558	84152	84747
41	79227	79851	80475	81100	81724	82349	82973	83597	84222	84846	85471	86095	86720	87344	87968	88593
42	82796	83452	84108	84763	85419	86075	86730	87386	88042	88697	89353	90009	90664	91320	91975	92631

RUTGERS, THE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR UNIVERSITY ADMINISTRATION AND PERSONNEL
ACADEMIC SALARY SCHEDULE EFFECTIVE DEC 1, 1988

SPECIAL PROFESSORIAL TITLES

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
43	79518	80174	80829	81485	82141	82796	83452	84108	84763	85419	86075	86730	87386	88042	88697	89353	90009	90664	91320	91976

RANGE	STEP 21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
43	92631	93287	93942	94598	95254	95909	96565	97221	97876	98532	99188	99843	100499	101155	101810	102466